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ABSTRACT

This document provides comparative salary trend data for full-time faculty in 27 academic disciplines/major fields for the baseline year 1994-95 and the trend year 1997-98 for 262 public and 387 private institutions. For each discipline/major field surveyed, the report provides a Classification of Instructional Programs (CIP) definition, data tables providing information on salary by rank and faculty mix, and comparisons between the two study years. Appended to each review are lists of selected disciplines and public and private participating institutions. The following fields are included: Accounting; Administrative Assistant/Secretarial Science, General; Anthropology; Architecture and Related Programs; Area, Ethnic, and Cultural Studies; Art, General; Biological Sciences/Life Sciences; Business Administration and Management, General; Business Management and Administrative Services; Business/Managerial Economics; Chemistry, General; Communications; Computer and Information Sciences; Counselor Education/Student Counseling and Guidance Services; Curriculum and Instruction; Drama/Theater Arts, General; Economics, General; Education; Education Administration and Supervision, General; Education/Instructional Media Tech/Technician; Engineering; Engineering Related Technologies; English Language and Literature/Letters; Enterprise Management and Operation, General; Foreign Languages and Literatures; Geography, and Geology. (CH)

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1994-95 AND 1997-98 IN THE FOLLOWING 27 ACADEMIC DISCIPLINES/MAJOR FIELDS:

Accounting; Administrative Assistant/Secretarial Science, General; Anthropology; Architecture and Related Programs; Area, Ethnic, and Cultural Studies; Art, General; Biological Sciences/Life Sciences; Business Administration and Management, General; Business Management & Administrative Services; Business/Managerial Economics; Chemistry, General; Communications; Computer and Information Sciences; Counselor Education/Student Counseling and Guidance Services; Curriculum and Instruction; Drama/Theater Arts, General; Economics, General; Education; Education Administration and Supervision, General; Education/Instructional Media Tech/Technician; Engineering; Engineering-Related Technologies; English Language and Literature/Letters; Enterprise Management and Operation, General; Foreign Languages and Literatures; Geography; and, Geology

by

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1997-98. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1994-95 and 1997-98 surveys were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields, 27 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 27 academic disciplines/major fields herein present a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98 for both public and private participating institutions. Of the 305 public institutions which participated in CUPA's public survey of 1994-95, 262 also participated in the 1997-98 survey. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's private survey of 1994-95, 387 also participated in the 1997-98 survey. Data from those same 387 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 27 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 27 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1994-95 and 1997-98) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 53 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN ACCOUNTING FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Accounting. The CIP defines the discipline/major field of Accounting as,

> An instructional program that prepares individuals to practice the profession of accounting and to perform related business functions. Includes instruction in accounting principles and theory, financial accounting, managerial accounting, cost accounting, budget control, tax accounting, legal aspects of accounting, auditing, reporting procedures, statement analysis, planning and consulting, business information systems, accounting research methods, professional standards and ethics, and applications to specific for-profit, public, and non-profit organizations.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 179-80--51.1601).]

This article summarizes the overall average salary increases in the discipline/major field of Accounting for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend-year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in

CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Accounting for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.5 for associate profes-

sors of Accounting in the 1994-95 public study means that 32.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.26 for associate professors in the discipline/major field of Accounting in the 1994-95 public study means that their average salary is 26 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Accounting with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Accounting																		
PUBLIC, 1994-95																		
AVERAGE SALARY	68969	537	153	58054	591	178	52162	562	172	52235	73	57	34263	130	71	57756	1820	196
FAC MIX PCT	29.5%			32.5%			30.9%			4.0%			7.1%			100.0%		
SALARY FACTOR	1.17			1.26			1.37			1.44			1.20			1.23		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Accounting																		
PUBLIC, 1997-98																		
AVERAGE SALARY	[illegible]	563	152	64327	601	177	56513	498	152	56811	68	50	35271	114	59	63749	1776	193
FAC MIX PCT	31.7%			33.8%			28.0%			3.8%			6.4%			100.0%		
SALARY FACTOR	1.16			1.28			1.38			1.45			1.14			1.24		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Accounting																		
PRIVATE, 1994-95																		
AVERAGE SALARY	70103	194	94	54629	385	151	48003	365	162	51741	34	28	36342	42	31	54442	986	229
FAC MIX PCT	19.7%			39.0%			37.0%			3.4%			4.3%			100.0%		
SALARY FACTOR	1.17			1.21			1.28			1.48			1.21			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Accounting																		
PRIVATE, 1997-98																		
AVERAGE SALARY	78423	185	94	60932	411	150	52086	303	147	52923	43	35	39676	47	29	60463	946	226
FAC MIX PCT	19.6%			43.4%			32.0%			4.5%			5.0%			100.0%		
SALARY FACTOR	1.19			1.24			1.28			1.35			1.20			1.18		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Accounting was reported in 196 of the 262 public institutions. The average salary of the 1,820 faculty was $57,756. This average salary was approximately 22.7 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Accounting was reported in 193 of the same 262 public institutions. The average salary of the 1,776 faculty was $63,749. This average salary was approximately 24 percent higher the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Accounting in the public institutions studied was 10.4 percent ($63,749 minus $57,756 equals $5,993). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Accounting average faculty salaries over the three-year period by 2.3 percent or an average of .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Accounting (10.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.2 percent less than the faculty in the discipline/major field of Accounting.

In the 1994-95 study the faculty mix percentage in Accounting is lower at the professor rank than at the assistant professor rank: 29.5 percent vs. 30.9 percent; in the 1997-98 study it is higher 31.7 percent vs. 28.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent

(1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Accounting in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.0 percent (73/1,820) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 3.8 percent (68/1,776) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Accounting was reported in 229 of the 387 private institutions. The average salary of the 986 faculty was $54,442, an average salary 16.1 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 226 of the same 387 private institutions reported Accounting. The average salary of the 946 faculty was $60,463, an average salary 17.5 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Accounting in the private institutions studied was 10.0 percent ($60,463 minus $54,442 equals $6,021). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Accounting over the three-year time period, is 1.9 percent or .6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Accounting (10.0%), the faculty in ALL MAJOR FIELDS increased their salaries .3 percent (10.0 minus 9.7 equals .3) less than the faculty in Accounting.

For both studies in the discipline/major field of Accounting, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 19.7 percent vs. 37.0 percent (1994-95); and 19.6 percent vs 32.0 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Accounting was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.4 percent (34/986) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 4.5 percent (43/946) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Accounting and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,528 (2.3%) faculty in the discipline/major field of Accounting participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Accounting in 1994-95 were 23 percent above and 16 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in

Accounting in 1997-98 were 24 percent above and 18 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Accounting in the public institutions received an average annual salary increase of .8 percent above the cost-of-living. In the private institutions the annual average salary increase was .6 percent below the cost-of-living.

Third, in both the 1994-95 public and 1994-95 and 1997-98 private studies in Accounting, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, however, in the 1997-98 public study the professor FAC MIX PCT's was higher indicating that in both the public and private studies the discipline/major field of Accounting is still emerging in the academy.

Finally, in both the public and private studies the hiring rate of new assistant professors in Accounting in the 1994-95 and 1997-98 public studies were lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Accounting has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

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Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

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Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

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Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

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SALARY-TREND STUDY OF FACULTY IN ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Administrative Assistant/Secretarial Science, General. The CIP defines the discipline/major field of Administrative Assistant/Secretarial Science, General as,

> A group of instructional programs that prepare individuals to provide administrative and office support services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 190--52.0401).]

This article summarizes the overall average salary increases in the discipline/major field of Administrative Assistant/Secretarial Science, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Administrative Assistant/Secretarial Science, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.4 for associate professors of Administrative Assistant/Secretarial Science, General in the 1994-95 public study means that

29.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of .92 for associate professors in the discipline/major field of Administrative Assistant/Secretarial Science, General in the 1994-95 public study means that their average salary is eight percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Administrative Assistant/Secretarial Science, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant Secretarial Science, General																		
PUBLIC, 1994-95																		
AVERAGE SALARY	55053	88	33	42666	79	34	36812	67	36	37786	7	7	28322	35	16	43394	269	48
FAC MIX PCT	32.7%			29.4%			24.9%			2.6%			13.0%			100.0%		
SALARY FACTOR	0.93			0.92			0.97			1.04			0.99			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant Secretarial Science, General																		
PUBLIC, 1997-98																		
AVERAGE SALARY	58435	65	25	47543	46	19	41695	39	24	53950	3	2	30716	7	7	49849	157	33
FAC MIX PCT	41.4%			29.3%			24.8%			1.9%			4.5%			100.0%		
SALARY FACTOR	0.90			0.95			1.02			1.37			0.99			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant Secretarial Science, General																		
PRIVATE, 1994-95																		
AVERAGE SALARY	56979	6	5	32004	12	11	31118	23	19				33272	2	2	35074	43	28
FAC MIX PCT	14.0%			27.9%			53.5%						4.7%			100.0%		
SALARY FACTOR	0.95			0.71			0.83						1.11			0.75		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant Secretarial Science, General																		
PRIVATE, 1997-98																		
AVERAGE SALARY	52316	4	3	39280	9	8	32184	11	8				29487	1	1	37852	25	15
FAC MIX PCT	16.0%			36.0%			44.0%						4.0%			100.0%		
SALARY FACTOR	0.80			0.80			0.79						0.89			0.74		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Administrative Assistant/Secretarial Science, General was reported in 48 of the 262 public institutions. The average salary of the 269 faculty was $43,394. This average salary was approximately 8.5 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Administrative Assistant/Secretarial Science, General was reported in 33 of the same 262 public institutions. The average salary of the 157 faculty was $49,849. This average salary was approximately 3.2 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Administrative Assistant/Secretarial Science, General in the public institutions studied was 14.9 percent ($49,849 minus $43,394 equals $6,455). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Administrative Assistant/Secretarial Science, General average faculty salaries over the three-year period by 6.8 percent or an average of 2.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Administrative Assistant/Secretarial Science, General (14.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.7 percent less than the faculty in the discipline/major field of Administrative Assistant/Secretarial Science, General.

In the 1994-95 study the faculty mix percentage in Administrative Assistant/Secretarial

Science, General is higher at the professor rank than at the assistant professor rank: 32.7 percent vs. 24.9 percent; and higher in the 1997-98 study; 41.4 percent vs 24.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Administrative Assistant/Secretarial Science, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 2.6 percent (7/269) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 1.9 percent (3/157) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Administrative Assistant/Secretarial Science, General was reported in 28 of the 387 private institutions. The average salary of the 43 faculty was $35,074, an average salary 33.7 percent lower than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 15 of the same 387 private institutions reported Administrative Assistant/Secretarial Science, General . The average salary of the 25 faculty was $37,852, an average salary 35.9 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Administrative Assistant/Secretarial Science, General in the private institutions studied was 7.9 percent ($37,852 minus $35,074 equals $2,778). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of

Administrative Assistant/SecretarialScience, General over the three-year time period, is .2 percent or .06 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Administrative Assistant/Secretarial Science, General (7.9%), the faculty in ALL MAJOR FIELDS increased their salaries 1.8 percent more than faculty in Administrative Assistant/Secretarial Science, General.

For both studies in the discipline/major field of Administrative Assistant/SecretarialScience, General, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank : 14.0 percent vs.53.5 percent (1994-95); and 16.0 percent vs 44.0 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Administrative Assistant/Secretarial Science, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 0.0 percent (0/43) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 0.0 percent (0/25) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Administrative Assistant/SecretarialScience, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 494 (.2%) faculty in the discipline/major field of Administrative Assistant/Secretarial Science, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Administrative Assistant/Secretarial Science, General in 1994-95 were 8 percent and 25 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Administrative Assistant/Secretarial Science, General in 1997-98 were three percent below and 26 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Administrative Assistant/Secretarial Science, General in the public institutions received an average annual salary increase of 2.3 percent above the cost-of-living. In the private institutions the annual average salary increase was .06 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies in Administrative Assistant/Secretarial Science, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank and in the 1994-95 and 1997-98 private studies the FAC MIX PCTs are lower at the professor rank, indicating that in both the public and private studies the discipline/major field of Administrative Assistant/Secretarial Science, General is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Administrative Assistant/Secretarial Science, General in the 1994-95 and 1997-98 public studies and in the 1994-95 and 1997-98 private studies was lower than that of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Administrative Assistant/Secretarial Science, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

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Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

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University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

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APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

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Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

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Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

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Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

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SALARY-TREND STUDY OF FACULTY IN ANTHROPOLOGY FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Anthropology. The CIP defines the discipline/major field of Anthropology as,

> An instructional program that generally describes the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Included instruction in biological/physical anthropology, primatology, human paleontology and prehistoric archeology, hominid evolution, anthropological linguistics, ethnography, ethnology, ethnohistory, social-cultural anthropology, psychological anthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 143--45.0201).]

This article summarizes the overall average salary increases in the discipline/major field of Anthropology for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in

CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Anthropology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.8 for associate profes-

sors of Anthropology in the 1994-95 public study means that 32.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of Anthropology in the 1994-95 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Anthropology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Anthropology

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PUBLIC, 1994-95																		
AVERAGE SALARY	58611	208	75	45320	171	74	36208	136	69	33736	22	21	29497	7	7	48038	522	104
FAC MIX PCT	39.8%			32.8%			26.1%			4.2%			1.3%			100.0%		
SALARY FACTOR	0.99			0.98			0.95			0.93			1.03			1.02		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	55932	28035		46171	23794		38132	23137		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Anthropology

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PUBLIC, 1997-98																		
AVERAGE SALARY	63725	225	79	49198	158	68	39449	124	70	37535	18	15	26667	7	6	52898	514	100
FAC MIX PCT	43.8%			30.7%			24.1%			3.5%			1.4%			100.0%		
SALARY FACTOR	0.98			0.98			0.96			0.96			0.86			1.03		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	64740	28714		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Anthropology

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PRIVATE, 1994-95																		
AVERAGE SALARY	64321	107	45	46227	82	40	37674	60	37	35716	17	16	49012	1	1	51930	250	66
FAC MIX PCT	42.8%			32.8%			24.0%			6.8%			0.4%			100.0%		
SALARY FACTOR	1.07			1.03			1.01			1.02			1.63			1.11		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Anthropology

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PRIVATE, 1997-98																		
AVERAGE SALARY	68807	118	49	49736	88	42	40702	73	41	38045	14	13	30050	3	3	55168	282	72
FAC MIX PCT	41.8%			31.2%			25.9%			5.0%			1.1%			100.0%		
SALARY FACTOR	1.05			1.01			1.00			0.97			0.91			1.07		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Anthropology was reported in 104 of the 262 public institutions. The average salary of the 522 faculty was $48,038. This average salary was approximately 2.0 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Anthropology was reported in 100 of the same 262 public institutions. The average salary of the 514 faculty was $52,898. This average salary was approximately 2.9 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Anthropology in the public institutions studied was 10.1 percent ($52,898 minus $48,038 equals $4,860). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Anthropology average faculty salaries over the three-year period by 2.0 percent or an average of .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Anthropology (10.1%) the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .9 percent less than the faculty in the discipline/major field of Anthropology.

In the 1994-95 and 1997-98 studies the faculty mix percentage in Anthropology is higher at the professor rank than at the assistant professor rank: 39.8 percent vs. 26.1 percent; and, 43.8 percent vs. 24.1 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Anthropology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.2 percent (22/522) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 3.5 percent (18/514) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Anthropology was reported in 66 of the 387 private institutions. The average salary of the 250 faculty was $51,930, an average salary 10.8 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 72 of the same 387 private institutions reported Anthropology. The average salary of the 282 faculty was $55,168, an average salary 7.2 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Anthropology in the private institutions studied was 6.2 percent ($55,168 minus $51,930 equals $3,238). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Anthropology over the three-year time period, is 1.9 percent or .6 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Anthropology (6.2%), the faculty in ALL MAJOR FIELDS increased their salaries 3.5 percent more than faculty in Anthropology.

For both studies in the discipline/major field of Anthropology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 42.8 percent vs. 24.0 percent (1994-95); and 41.8 percent vs 25.9 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Anthropology was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 6.8 percent (17/250) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.0 percent (14/282) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Anthropology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,568 (.6%) faculty in the discipline/major field of Anthropology participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Anthropology in 1994-95 were two percent and 11 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Anthropology in 1997-98 were three percent and seven percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Anthropology in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .6 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Anthropology , the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Anthropology is firmly established and ongoing in the academy.

Finally, the hiring rate of new assistant professors in Anthropology in the 1994-95 and 1997-98 public studies was lower than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1994-95 and 1997-98 private studies was lower.

Because a significant data base of average faculty salaries in the academic discipline/major field of Anthropology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

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Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
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University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
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University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

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APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Antioch University (OH)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellarmine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stitch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College Moorhead (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University (CA)
Concordia University (MN)
Cooper Union for the Advancement of Science and
Art (The) (NY)

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Cornerstone College and Grand Rapids Baptist Seminary (MI)
Covenant College (GA)
Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominican College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnel College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)

Hope College (MI)
Houghton College (NY)
Howard University (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Puerto Rico Bayamon Campus (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
LaSierra University (CA)
Lafayette College (PA)
LaGrange College (GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
Letourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsay Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marian College (IN)
Marian College of Fon du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurray University (TX)

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McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth University (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN)
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)

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Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College, (OH)
The Sage Colleges (NY)
Thomas College (ME)
Thomas More College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Williams Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

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SALARY-TREND STUDY OF FACULTY IN ARCHITECTURE AND RELATED PROGRAMS FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Architecture and Related Programs. The CIP defines the discipline/major field of Architecture and Related Programs as,

> A summary of groups of Instructional Programs that describe the principles and methods used to create, adapt, alter, preserve, and control human physical and social surroundings and habitations.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 58--04.0000).]

This article summarizes the overall average salary increases in the discipline/major field of Architecture and Related Programs for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Architecture and Related Programs for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 37.1 for associate professors of Architecture and Related Programs in the 1994-95 public study means that 37.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.04 for associate professors in the discipline/major field of Architecture and Related Programs in the 1994-95 public study means that their average salary is four percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Architecture and Related Programs with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: ARCHITECTURE AND RELATED PROGRAMS
MAJOR FIELD: Architecture and Related Programs

PUBLIC, 1994-95

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	60702	125	26	47804	174	29	36888	154	29	37071	31	13	37486	16	9	47305	469	32
FAC MIX PCT	26.7%			37.1%			32.8%			6.6%			3.4%			100.0%		
SALARY FACTOR	1.03			1.04			0.97			1.02			1.31			1.00		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		

DISCIPLINE: ARCHITECTURE AND RELATED PROGRAMS
MAJOR FIELD: Architecture and Related Programs

PUBLIC, 1997-98

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	65649	140	26	51453	188	29	41016	115	26	38658	19	12	36007	29	8	53062	472	30
FAC MIX PCT	29.7%			39.8%			24.4%			4.0%			6.1%			100.0%		
SALARY FACTOR	1.06			1.03			1.00			0.98			1.16			1.03		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

DISCIPLINE: ARCHITECTURE AND RELATED PROGRAMS
MAJOR FIELD: Architecture and Related Programs

PRIVATE, 1994-95

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	64102	65	9	48127	66	13	40570	59	11	32950	2	2	25191	4	2	50708	194	14
FAC MIX PCT	33.5%			34.0%			30.4%			1.0%			2.1%			100.0%		
SALARY FACTOR	1.07			1.07			1.09			0.94			0.84			1.08		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	58877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		

DISCIPLINE: ARCHITECTURE AND RELATED PROGRAMS
MAJOR FIELD: Architecture and Related Programs

PRIVATE, 1997-98

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	72632	68	11	52976	74	13	43773	49	12	38992	8	5	36078	2	2	57390	193	15
FAC MIX PCT	35.2%			38.3%			25.4%			4.1%			1.0%			100.0%		
SALARY FACTOR	1.10			1.07			1.08			1.00			1.09			1.12		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Architecture and Related Programs was reported in 32 of the 262 public institutions. The average salary of the 469 faculty was $47,305. This average salary was approximately .5 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Architecture and Related Programs was reported in 30 of the same 262 public institutions. The average salary of the 472 faculty was $53,062. This average salary was approximately 3.2 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Architecture and Related Programs in the public institutions studied was 12.2 percent ($53,062 minus $47,305 equals $5,757). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Architecture and Related Programs average faculty salaries over the three-year period by 4.1 percent or an average of 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Architecture and Related Programs (12.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.0 percent less than the faculty in the discipline/major field of Architecture and Related Programs.

In the 1994-95 study the faculty mix percentage in Architecture and Related Programs is lower at the professor rank than at the assistant professor rank: 26.7 percent vs. 32.8 percent; in the 1997-98 study it is 29.7 percent vs. 24.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professors in ALL MAJOR FIELDS for both public studies are 34.8 percent vs. 28.8 percent (1994-95) and 34.9 percent vs. 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Architecture and Related Programs in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 6.6 percent (31/469) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 4.0 percent (19/472) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Architecture and Related Programs was reported in 14 of the 387 private institutions. The average salary of the 194 faculty was $50,708, an average salary 8.2 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 15 of the same 387 private institutions reported Architecture and Related Programs. The average salary of the 193 faculty was $57,390, an average salary 11.6 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Architecture and Related Programs in the private institutions studied was 13.2 percent ($57,390 minus $50,708 equals $6,682). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Architecture and Related Programs over the three-year time period, is 5.1 percent or 1.7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the

private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Architecture and Related Programs (13.2%), the faculty in ALL MAJOR FIELDS increased their salaries 3.5 percent (13.2% minus 9.7% equals 3.5%) less than faculty in Architecture and Related Programs.

For both studies in the discipline/major field of Architecture and Related Programs, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 33.5 percent vs. 30.4 percent (1994-95); and 35.2 percent vs 25.4 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Architecture and Related Programs was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 1.0 percent (2/194) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 4.1 percent (8/193) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Architecture and Related Programs and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,328 (.5%) faculty in the discipline/major field of Architecture and Related Programs participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, the average faculty salary factors in the discipline/major field of Architecture and Related Programs for the 1994-95 public study was virtually the same as that of all ranks in ALL MAJOR FIELDS (1.00); and for the 1994-95 private study it was 8.0 percent higher than the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Architecture and Related Programs in 1997-98 were 3.0 percent higher and 12.0 percent higher than the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Architecture and Related Programs in the public institutions received an average annual salary increase of 1.4 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.7 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies in Architecture and Related Programs, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. However, in the 1994-95 and 1997-98 private studies the FAC MIX PCTS were higher at the professor rank than at the assistant professor rank.

Finally, the hiring rate of new assistant professors in Architecture and Related Programs in the 1994-95 public study and in the 1997-98 private study were higher than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1994-95 private study and in the 1997-98 public study were lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Architecture and Related Programs has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL

BUSINESS/MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

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Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

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University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

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APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

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Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

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Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

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Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas More College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

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SALARY-TREND STUDY OF FACULTY IN AREA, ETHNIC AND CULTURAL STUDIES FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Area, Ethnic and Cultural Studies. The CIP defines the discipline/major field of Area, Ethnic and Cultural Studies as,

> A summary of groups of Instructional Programs that describe the history, society, politics, culture, and economics of a particular geographic region, or a particular subset of the population sharing common characteristics, traits and customs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 60--05.0000).]

This article summarizes the overall average salary increases in the discipline/major field of Area, Ethnic and Cultural Studies for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Area, Ethnic and Cultural Studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.2 for associate profes-

sors of Area, Ethnic and Cultural Studies in the 1994-95 public study means that 32.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.12 for associate professors in the discipline/major field of Area, Ethnic and Cultural Studies in the 1994-95 public study means that their average salary is 12 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Area, Ethnic and Cultural Studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES
MAJOR FIELD: Area, Ethnic, and Cultural Studies

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PUBLIC, 1994-95																		
AVERAGE SALARY	61815	111	27	51601	95	32	38191	70	28	39995	16	10	29991	19	11	50870	295	44
FAC MIX PCT	37.6%			32.2%			23.7%			5.4%			6.4%			100.0%		
SALARY FACTOR	1.05			1.12			1.00			1.11			1.05			1.08		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		

DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES
MAJOR FIELD: Area, Ethnic, and Cultural Studies

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PUBLIC, 1997-98																		
AVERAGE SALARY	68379	112	29	55776	99	33	41935	83	30	38431	19	11	33593	18	11	55338	312	46
FAC MIX PCT	35.9%			31.7%			26.6%			6.1%			5.8%			100.0%		
SALARY FACTOR	1.06			1.11			1.02			0.98			1.08			1.08		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES
MAJOR FIELD: Area, Ethnic, and Cultural Studies

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PRIVATE, 1994-95																		
AVERAGE SALARY	54663	34	12	46332	29	16	40124	32	14	40604	3	2	28034	4	4	46460	99	24
FAC MIX PCT	34.3%			29.3%			32.3%			3.0%			4.0%			100.0%		
SALARY FACTOR	0.91			1.03			1.07			1.16			0.93			0.99		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	59877	13579		45004	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		

DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES
MAJOR FIELD: Area, Ethnic, and Cultural Studies

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PRIVATE, 1997-98																		
AVERAGE SALARY	65319	35	15	52714	32	15	44789	26	12	44494	3	2	34692	4	4	54395	97	27
FAC MIX PCT	36.1%			33.0%			26.8%			3.1%			4.1%			100.0%		
SALARY FACTOR	0.99			1.07			1.10			1.14			1.05			1.06		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Area, Ethnic and Cultural Studies was reported in 44 of the 262 public institutions. The average salary of the 295 faculty was $50,870. This average salary was approximately 8.0 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table. Area, Ethnic and Cultural Studies was reported in 46 of the same 262 public institutions. The average salary of the 312 faculty was $55,338. This average salary was approximately 7.6 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Area, Ethnic and Cultural Studies in the public institutions studied was 8.8 percent ($55,338 minus $50,870 equals $4,468). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Area, Ethnic and Cultural Studies average faculty salaries over the three-year period by .7 percent or an average of .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Area, Ethnic and Cultural Studies (8.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent more than the faculty in the discipline/major field of Area, Ethnic and Cultural Studies.

In the 1994-95 study the faculty mix percentage in Area, Ethnic and Cultural Studies is higher at the professor rank than at the assistant professor rank: 37.6 percent vs. 23.7 percent; and, higher in the 1997-98 study it is 35.9 percent vs. 26.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Area, Ethnic and Cultural Studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.4 percent (16/295) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 6.1 percent (19/312) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Area, Ethnic and Cultural Studies was reported in 24 of the 387 private institutions. The average salary of the 99 faculty was $46,460, an average salary .9 percent lower than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 27 of the same 387 private institutions reported Area, Ethnic and Cultural Studies. The average salary of the 97 faculty was $54,395, an average salary 5.7 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Area, Ethnic and Cultural Studies in the private institutions studied was 7.1 percent ($54,395 minus $46,460 equals $7,935). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Area, Ethnic and Cultural Studies over the three-year time period, is 1.0 percent or .3 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison

to Area, Ethnic and Cultural Studies (7.1%), the faculty in ALL MAJOR FIELDS increased their salaries 2.6 percent (9.7% minus 7.1% equals 2.6%) more than faculty in Area, Ethnic and Cultural Studies.

For the 1994-95 private study in the discipline/major field of Area, Ethnic and Cultural Studies, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 34.3 percent vs. 32.3 percent; and higher 36.1 percent vs 26.8 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Area, Ethnic and Cultural Studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.0 percent (3/99) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 3.1 percent (3/97) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Area, Ethnic and Cultural Studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 803 (.3%) faculty in the discipline/major field of Area, Ethnic and Cultural Studies participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Area, Ethnic and Cultural Studies for 1994-95 were eight percent and one percent lower the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Area, Ethnic and Cultural Studies in 1997-98 were eight percent above and six percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Area, Ethnic and Cultural Studies in the public institutions received an average annual salary increase of .2 percent above the cost-of-living. In the private institutions the annual average salary increase was .3 percent below the cost-of-living.

Third, in the 1994-95 and 1997-98 public studies and in the 1994-95 and 1997-98 private studies in Area, Ethnic and Cultural Studies, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that Area, Ethnic and Cultural Studies is still well established in the academy.

Finally, the hiring rate of new assistant professors in Area, Ethnic and Cultural Studies in the 1994-95 public study was lower than that of ALL MAJOR FIELDS; and, higher in the 1997-98 public study and in the 1994-95 and 1997-98 private studies it was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Area, Ethnic and Cultural Studies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and

professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

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Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and
Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport
(NY)
State University of New York College at Cortland
(NY)
State University of New York College at Fredonia
(NY)
State University of New York College at Geneseo
(NY)
State University of New York College at Plattsburgh
(NY)
State University of New York Institute of
Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
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University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

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APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

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Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

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Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Muhlenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

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Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

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SALARY-TREND STUDY OF FACULTY IN
ART, GENERAL
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Art, General. The CIP defines the discipline/major field of Art, General as,

> An instructional program that generally describe art, including its development and practice. Includes instruction in art appreciation, a basic knowledge of art history, fundamental principles of design and color, and an introduction to various media and studio techniques.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 165--50.0701).]

This article summarizes the overall average salary increases in the discipline/major field of Art, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Art, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who old a given academic rank. For example, a FAC MIX PCT factor of 31.3 for associate professors of Art, General in the 1994-95 public study means that 31.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.92 for associate professors in the discipline/major field of in the 1994-95 public study means that their average salary is eight percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Art, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: VISUAL AND PERFORMING ARTS
MAJOR FIELD: Art, General

PUBLIC, 1994-95

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	53523	841	178	42513	687	182	34248	600	173	32300	91	69	26667	69	44	43973	2197	204
FAC MIX PCT	38.3%			31.3%			27.3%			4.1%			3.1%			100.0%		
SALARY FACTOR	0.91			0.92			0.90			0.89			0.93			0.93		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		

DISCIPLINE: VISUAL AND PERFORMING ARTS
MAJOR FIELD: Art, General

PUBLIC, 1997-98

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	58634	870	192	45419	741	191	37261	638	176	35428	117	73	30993	72	45	47683	2321	711
FAC MIX PCT	37.5%			31.9%			27.5%			5.0%			3.1%			100.0%		
SALARY FACTOR	0.91			0.90			0.91			0.90			1.00			0.93		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

DISCIPLINE: VISUAL AND PERFORMING ARTS
MAJOR FIELD: Art, General

PRIVATE, 1994-95

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	51009	275	143	39738	336	171	32801	297	170	32591	41	35	28855	31	26	40749	939	267
FAC MIX PCT	29.3%			35.8%			31.6%			4.4%			3.3%			100.0%		
SALARY FACTOR	0.87			0.88			0.88			0.93			0.96			0.87		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		

DISCIPLINE: VISUAL AND PERFORMING ARTS
MAJOR FIELD: Art, General

PRIVATE, 1997-98

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	55458	297	154	43488	362	175	35925	295	160	33828	47	42	29901	47	40	44173	1001	267
FAC MIX PCT	29.7%			36.2%			29.5%			4.7%			4.7%			100.0%		
SALARY FACTOR	0.84			0.88			0.89			0.87			0.90			0.86		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Art, General was reported in 204 of the 262 public institutions. The average salary of the 2,197 faculty was $43,973. This average salary was approximately 7.1 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Art, General was reported in 211 of the same 262 public institutions. The average salary of the 2,321 faculty was $47,683. This average salary was approximately 7.8 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Art, General in the public institutions studied was 8.4 percent ($47,683 minus $43,973 equals $3,710). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Art, General average faculty salaries over the three-year period by 0.3 percent or an average of 0.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Art, General (8.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .8 percent more than the faculty in the discipline/major field of Art, General.

In the 1994-95 study the faculty mix percentage in Art, General is higher at the professor rank than at the assistant professor rank: 38.3 percent vs. 27.3 percent; in the 1997-98 study it is 37.5 percent vs. 27.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Art, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.1 percent (91/2,197) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.0 percent (117/2,321) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Art, General was reported in 267 of the 387 private institutions. The average salary of the 939 faculty was $40,749, an average salary 15.0 percent lower than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 267 of the same 387 private institutions reported Art, General. The average salary of the 1,001 faculty was $44,173, an average salary 16.5 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Art, General in the private institutions studied was 8.4 percent ($44,173 minus $40,749 equals $3,424). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Art, General over the three-year time period, is 0.3 percent or 0.1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.2 percent ($51,446 minus $46,880 equals $4,566). In comparison to Art, General (8.4%), the faculty in ALL MAJOR FIELDS increased their salaries .8 percent (9.2% minus 8.4% equals .8%) more than faculty in Art, General.

For the 1994-95 public study in the discipline/major field of Art, General, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 29.3 percent vs. 31.6 percent; and higher 29.7 percent vs 29.5 in 1997-98. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Art, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 4.4 percent (41/939) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 4.7 percent (47/1,001) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Art, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,458 (2.6%) faculty in the discipline/major field of Art, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Art, General 1994-95 were 7 percent and 13 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Art, General in 1997-98 were 7 percent and 14 percent below the average salary factors for all ranks in ALL

MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Art, General in the public institutions received an average annual salary increase of 0.1 percent above the cost-of-living. In the private institutions the annual average salary increase was 0.1 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies in Art, General, and in the 1997-98 private study the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the 1994-95 private studies the FAC MIX PCTS were lower at the professor rank than at the assistant professor rank.

Finally, the hiring rate of new assistant professors in Art, General in the 1994-95 public study was lower than ALL MAJOR FIELDS; and in the 1997-98 public study it was higher than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1994-95 private study it was higher and in the 1996-97 it was exactly the same as the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Art, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL
SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT,
GENERAL
BUSINESS MANAGEMENT AND
MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING
AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND
SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA
TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND
LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION,
GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

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Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Antioch University (OH)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellarmine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stitch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College Moorhead (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University (CA)
Concordia University (MN)
Cooper Union for the Advancement of Science and Art (The) (NY)

Cornerstone College and Grand Rapids Baptist Seminary (MI)
Covenant College (GA)
Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominican College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnel College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)

Hope College (MI)
Houghton College (NY)
Howard University (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Puerto Rico Bayamon Campus (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
LaSierra University (CA)
Lafayette College (PA)
LaGrange College (GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
Letourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsay Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marian College (IN)
Marian College of Fon du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurray University (TX)

McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth University (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Muhlenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN)
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)

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Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College, (OH)
The Sage Colleges (NY)
Thomas College (ME)
Thomas More College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Williams Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN BIOLOGICAL SCIENCES/LIFE SCIENCES FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Biological Sciences/Life Sciences. The CIP defines the discipline/major field of Biological Sciences/Life Sciences as,

> A summary of groups of instructional programs that describe the scientific study of living organisms and their systems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 114--26).]

This article summarizes the overall average salary increases in the discipline/major field of Biological Sciences/Life Sciences for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Biological Sciences/Life Sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.2 for associate professors of Biological Sciences/Life Sciences in the 1994-95 public study means that 27.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies:

PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of Biological Sciences/Life Sciences in the 1994-95 public study means that their average salary is .03 percent below the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Biological Sciences/Life Sciences with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: BIOLOGICAL SCIENCES LIFE SCIENCES MAJOR FIELD: Biological Sciences Life Sciences																		
PUBLIC, 1994-95																		
AVERAGE SALARY	57584	1865	248	44865	1142	232	37084	1005	233	35203	175	111	26401	194	83	47794	4206	254
FAC MIX PCT	44.3%			27.2%			23.9%			4.2%			4.6%			100.0%		
SALARY FACTOR	0.98			0.97			0.97			0.97			0.92			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES LIFE SCIENCES MAJOR FIELD: Biological Sciences Life Sciences																		
PUBLIC, 1997-98																		
AVERAGE SALARY	63156	1812	243	48273	1252	235	39943	1115	239	37772	193	114	29279	187	78	51509	4366	254
FAC MIX PCT	41.5%			28.7%			25.5%			4.4%			4.3%			100.0%		
SALARY FACTOR	0.98			0.96			0.97			0.96			0.94			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES LIFE SCIENCES MAJOR FIELD: Biological Sciences Life Sciences																		
PRIVATE, 1994-95																		
AVERAGE SALARY	56397	856	284	42433	582	256	35606	573	256	32491	125	101	27708	58	47	45907	2069	340
FAC MIX PCT	41.4%			28.1%			27.7%			6.0%			2.8%			100.0%		
SALARY FACTOR	0.94			0.94			0.95			0.93			0.92			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES LIFE SCIENCES MAJOR FIELD: Biological Sciences Life Sciences																		
PRIVATE, 1997-98																		
AVERAGE SALARY	62424	874	280	46406	612	259	38520	657	273	35884	119	90	30416	57	43	50000	2200	346
FAC MIX PCT	39.7%			27.8%			29.9%			5.4%			2.6%			100.0%		
SALARY FACTOR	0.95			0.94			0.95			0.92			0.92			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Biological Sciences/Life Sciences was reported in 254 of the 262 public institutions. The average salary of the 4,206 faculty was $47,794. This average salary was approximately 1.5 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Biological Sciences/Life Sciences was reported in 254 of the same 262 public institutions. The average salary of the 4,366 faculty was $51,509. This average salary was approximately .2 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Biological Sciences/Life Sciences in the public institutions studied was 7.8 percent (51,509 minus $47,794 equals $3,715). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Biological Sciences/Life Sciences average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Biological Sciences/Life Sciences (7.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent more than the faculty in the discipline/major field of Biological Sciences/Life Sciences.

In the 1994-95 study the faculty mix percentage in Biological Sciences/Life Sciences is higher at the professor rank than at the assistant professor rank: 44.3 percent vs. 23.9 percent; in the 1997-98 study it is 41.5 percent vs. 25.5 percent. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Biological Sciences/Life Sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.2 percent (175/4,206) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.4 percent (193/4,366) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Biological Sciences/Life Sciences was reported in 340 of the 387 private institutions. The average salary of the 2,069 faculty was $45,907, an average salary 2.1 percent lower than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 346 of the same 387 private institutions reported Biological Sciences/Life Sciences. The average salary of the 2,200 faculty was $50,000, an average salary 2.9 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Biological Sciences/Life Sciences in the private institutions studied was 12.1 percent ($50,000 minus $45,907 equals $4,093). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Biological Sciences/Life Sciences over the three-year time period, is .8 percent or .3 percent each year above as the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Biological Sciences/Life Sciences (12.1%), the faculty in ALL MAJOR FIELDS increased their salaries 2.4 percent (12.1% minus 9.7% equals 2.4%) less than faculty in Biological Sciences/Life Sciences.

For both studies in the discipline/major field of Biological Sciences/Life Sciences, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 41.4 percent vs. 27.7 percent (1994-95); and 39.7 percent vs 29.9 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Biological Sciences/Life Sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 6.0 percent (125/2,069) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.4 percent (119/2,200) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Biological Sciences/Life Sciences and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 12,841 (5.2%) faculty in the discipline/major field of Biological Sciences/Life Sciences participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Biological Sciences/Life Sciences in 1994-95 were two percent above and two percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS, respectively. In the 1997-98 public study and in the 1997-98 private study the average faculty salary factors for all ranks in Biological Sciences/Life Sciences were exactly the same as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Biological Sciences/Life Sciences in the public institutions received an average annual salary increase of .1 percent below the cost-of-living. In the private institutions the annual average salary increase was .3 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Biological Sciences/Life Sciences, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Biological Sciences/Life Sciences is well established in the academy.

Finally, the hiring rate of new assistant professors in Biological Sciences/Life Sciences in the 1994-95 and 1997-98 public studies was lower, and in the 1994-95 and 1997-98 private studies the hiring rate of new assistant professor was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Biological Sciences/Life Sciences has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN BUSINESS ADMINISTRATION & MANAGEMENT, GENERAL FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Business Administration and Management, General. The CIP defines the discipline/major field of Business Administration and Management, General as,

> An instructional program that generally prepares individuals to plan, organize, direct, and control the functions and process of a firm or organization. Includes instruction in management theory, human resources management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing, and business decision making.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 188--52.0201).]

This article summarizes the overall average salary increases in the discipline/major field of Business Administration and Management, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in

1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Business Administration and Management, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.0 for associate professors of Business Administration and Management, General in the 1994-95 public study means that 32.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.19 for associate professors in the discipline/major field of Business Administration and Management, General in the 1994-95 public study means that their average salary is 19 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Business Administration and Management, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: Business Administration and Management, General

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PUBLIC, 1994-95																		
AVERAGE SALARY	64233	832	168	54893	853	178	49097	822	170	48887	102	63	34042	157	74	54793	2664	189
FAC MIX PCT	31.2%			32.0%			30.9%			3.8%			5.9%			100.0%		
SALARY FACTOR	1.09			1.19			1.29			1.35			1.19			1.16		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: Business Administration and Management, General

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PUBLIC, 1997-98																		
AVERAGE SALARY	72205	981	176	60570	1020	189	53213	771	179	51841	126	75	37773	186	73	61078	2958	202
FAC MIX PCT	33.2%			34.5%			26.1%			4.3%			6.3%			100.0%		
SALARY FACTOR	1.12			1.21			1.30			1.32			1.22			1.19		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: Business Administration and Management, General

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PRIVATE, 1994-95																		
AVERAGE SALARY	74315	569	159	51993	710	205	44616	646	218	42131	74	56	33132	85	54	55144	2010	272
FAC MIX PCT	28.3%			35.3%			32.1%			3.7%			4.2%			100.0%		
SALARY FACTOR	1.24			1.15			1.19			1.21			1.10			1.18		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: Business Administration and Management, General

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
PRIVATE, 1997-98																		
AVERAGE SALARY	78403	636	191	56478	796	233	50418	678	238	53334	114	74	39946	82	50	60347	2192	294
FAC MIX PCT	29.0%			36.3%			30.9%			5.2%			3.7%			100.0%		
SALARY FACTOR	1.19			1.15			1.24			1.36			1.21			1.17		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Business Administration and Management, General was reported in 189 of the 262 public institutions. The average salary of the 2,664 faculty was $54,793. This average salary was approximately 16.4 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Business Administration and Management, General was reported in 202 of the same 262 public institutions. The average salary of the 2,958 faculty was $61,078. This average salary was approximately 18.8 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Business Administration and Management, General in the public institutions studied was 11.5 percent ($61,078 minus $54,793 equals $6,285). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Business Administration and Management, General average faculty salaries over the three-year period by 3.4 percent or an average of 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Business Administration and Management, General (11.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.3 percent less than the faculty in the discipline/major field of Business Administration and Management, General.

In the 1994-95 study the faculty mix percentage in Business Administration and Management, General is higher at the professor rank than at the assistant professor rank: 31.2 percent vs. 30.9 percent; and higher in the 1997-98 study; 33.2 percent vs 26.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Business Administration and Management, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.8 percent (102/2,664) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.3 percent (126/2,958) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Business Administration and Management, General was reported in 272 of the 387 private institutions. The average salary of the 2,010 faculty was $55,144, an average salary 17.6 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 294 of the same 387 private institutions reported Business Administration and Management, General . The average salary of the 2,192 faculty was $60,347, an average salary 17.3 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Business Administration and Management, General in the private institutions studied was 9.4 percent ($60,347 minus $55,144 equals $5,203). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Business

Administration and Management, General over the three-year time period, is 1.3 percent or .4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Business Administration and Management, General (9.4%), the faculty in ALL MAJOR FIELDS increased their salaries .3 percent more than faculty in Business Administration and Management, General.

For the private 1994-95 & 1997-98 studies in the discipline/major field of Business Administration and Management, General, the faculty mix percentage are lower at the professor rank in comparison to the assistant professor rank: 28.3 percent vs. 32.1 percent (1994-95);and 29.0 percent vs.30.9 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Business Administration and Management, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.7 percent (74/2,010) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.2 percent (114/2192) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Business Administration and Management, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,824 (4.0%) faculty in the discipline/major field of Business Administration and Management, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Business Administration and Management, General in 1994-95 were 16 percent and 18 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Business Administration and Management, General in 1997-98 were 19 percent above and 17 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Business Administration and Management, General in the public institutions received an average annual salary increase of 1.1 percent above the cost-of-living. In the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies in Business Administration and Management, General, the professor rank FAC MIX PCTs were higher than those for the assistant professor rank. However, in the 1994-95 and 1997-98 private studies the FAC MIX PCTs are lower at the professor rank.

Finally, the hiring rate of new assistant professors in Business Administration and Management, General in the 1994-95 and 1997-98 public studies and in the 1994-95 private study was lower than the hiring rate of ALL MAJOR FIELDS; and, in the 1997-98 private study the hiring rate for new assistant professors was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Business Administration and Management, General has now been developed, it is anticipated that this information will serve as a valuable and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL

BUSINESS/MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Business Management and Administrative Services. The CIP defines the discipline/major field of Business Management and Administrative Services as,

> A summary of groups of instructional programs that prepare individuals to perform managerial, research, and technical support functions related to the commercial and/ or non-profit production, buying, and selling of goods and services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 187--52).]

This article summarizes the overall average salary increases in the discipline/major field of Business Management and Administrative Services for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Business Management and Administrative Services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.9 for associate professors of Business Management and Administrative Services in the 1994-95 public study means that

33.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.16 for associate professors in the discipline/major field of Business Management and Administrative Services in the 1994-95 public study means that their average salary is 16 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Business Management and Administrative Services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management & Administrative Services																		
PUBLIC, 1994-95																		
AVERAGE SALARY	66777	502	80	53746	543	86	49695	448	79	48103	50	30	31043	108	37	55167	1601	90
FAC MIX PCT	31.4%			33.9%			28.0%			3.1%			6.7%			100.0%		
SALARY FACTOR	1.13			1.16			1.30			1.33			1.09			1.17		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management & Administrative Services																		
PUBLIC, 1997-98																		
AVERAGE SALARY	74576	417	75	60480	414	74	53869	285	77	58729	67	31	32852	72	25	62167	1188	83
FAC MIX PCT	35.1%			34.8%			24.0%			5.6%			6.1%			100.0%		
SALARY FACTOR	1.15			1.20			1.31			1.49			1.06			1.21		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management & Administrative Services																		
PRIVATE, 1994-95																		
AVERAGE SALARY	65516	128	40	54615	163	44	48412	175	50	48796	13	11	35798	26	14	54250	492	66
FAC MIX PCT	26.0%			33.1%			35.6%			2.6%			5.3%			100.0%		
SALARY FACTOR	1.09			1.21			1.29			1.40			1.19			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management & Administrative Services																		
PRIVATE, 1997-98																		
AVERAGE SALARY	73618	152	40	60918	198	39	55656	127	42	63124	19	10	33299	17	7	62523	494	54
FAC MIX PCT	30.8%			40.1%			25.7%			3.8%			3.4%			100.0%		
SALARY FACTOR	1.12			1.24			1.37			1.61			1.01			1.22		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Business Management and Administrative Services was reported in 90 of the 262 public institutions. The average salary of the 1,601 faculty was $55,167. This average salary was approximately 17.2 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Business Management and Administrative Services was reported in 83 of the same 262 public institutions. The average salary of the 1,188 faculty was $62,167. This average salary was approximately 20.9 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Business Management and Administrative Services in the public institutions studied was 12.7 percent ($62,167 minus $55,167 equals $7,000). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Business Management and Administrative Services average faculty salaries over the three-year period by 4.6 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Business Management and Administrative Services (12.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.5 percent less than the faculty in the discipline/major field of Business Management and Administrative Services.

In the 1994-95 study the faculty mix percentage in Business Management and Administrative

Services is higher at the professor rank than at the assistant professor rank: 31.4 percent vs. 28.0 percent; and higher in the 1997-98 study it is 35.1 percent vs. 24.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Business Management and Administrative Services in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.1 percent (50/1,601) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.6 percent (67/1,188) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Business Management and Administrative Services was reported in 66 of the 387 private institutions. The average salary of the 492 faculty was $54,250, an average salary 15.7 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 54 of the same 387 private institutions reported Business Management and Administrative Services. The average salary of the 494 faculty was $62,523, an average salary 21.5 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Business Management and Administrative Services in the private institutions studied was 15.2 percent ($62,523 minus $54,250 equals $8,273). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Business Management and Administrative Services over the three-year time period, is 7.1 percent or 2.4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Business Management and Administrative Services (15.2%), the faculty in ALL MAJOR FIELDS increased their salaries 5.5 percent (15.2% minus 9.7% equals 5.5%) less than faculty in Business Management and Administrative Services.

For the 1994-95 private studies in the discipline/major field of Business Management and Administrative services, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 26.0 percent vs. 35.6 percent; and higher 30.8 percent vs 25.7 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Business Management and Administrative Services was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 2.6 percent (13/492) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 3.8 percent (19/494) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Business Management and Administrative Services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,775 (1.5%) faculty in the discipline/major field of Business Management and

Administrative Services participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Business Management and Administrative Services in 1994-95 were 17 percent and 16 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Business Management and Administrative Services in 1997-98 were 21 percent and 22 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Business Management and Administrative Services in the public institutions received an average annual salary increase of 1.5 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.4 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies and the 1997-98 private study in Business Management and Administrative Services, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the 1994-95 private study the FAC MIX PCT is lower.

Finally, the hiring rate of new assistant professors in Business Management and Administrative Services in the 1994-95 and 1997-98 public studies and the 1994-95 and 1997-98 private study was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Business Management and Administrative Services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville Univetsity of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN BUSINESS/MANAGERIAL ECONOMICS FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Business/Managerial Economics. The CIP defines the discipline/major field of Business/Managerial Economics as,

> An instructional program that describes the application of economics principles to the analysis of the organization and operation of business enterprises. Includes instruction in monetary theory, banking and financial systems, theory of competition, pricing theory, wage and salary/incentive theory, analysis of markets and applications of econometrics and quantitative methods to the study of particular business and business problems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 192--52.0601).]

This article summarizes the overall average salary increases in the discipline/major field of Business/Managerial Economics for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Business/Managerial Economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.8 for associate professors of Business/Managerial Economics in the 1994-95 public study means that 31.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.13 for associate professors in the discipline/major field of Business/Managerial Economics in the 1994-95 public study means that their average salary is 13 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Business/Managerial Economics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Managerial Economics																		
PUBLIC, 1994-95																		
AVERAGE SALARY	63415	334	80	51983	267	78	48378	216	72	48273	22	18	36001	23	18	55164	840	91
FAC MIX PCT	39.8%			31.8%			25.7%			2.6%			2.7%			100.0%		
SALARY FACTOR	1.08			1.13			1.27			1.33			1.26			1.17		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Managerial Economics																		
PUBLIC, 1997-98																		
AVERAGE SALARY	71489	380	87	58620	309	85	53061	224	76	52380	41	27	38791	22	12	62052	935	98
FAC MIX PCT	40.6%			33.0%			24.0%			4.4%			2.4%			100.0%		
SALARY FACTOR	1.10			1.17			1.29			1.33			1.25			1.21		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Managerial Economics																		
PRIVATE, 1994-95																		
AVERAGE SALARY	60460	165	73	50549	229	81	44810	168	76	39329	14	12	34559	13	12	51355	575	111
FAC MIX PCT	28.7%			39.8%			29.2%			2.4%			2.3%			100.0%		
SALARY FACTOR	1.01			1.12			1.20			1.13			1.15			1.10		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Managerial Economics																		
PRIVATE, 1997-98																		
AVERAGE SALARY	67557	163	64	58810	218	71	47766	143	65	44635	23	21	38112	13	10	58023	537	106
FAC MIX PCT	30.4%			40.6%			26.6%			4.3%			2.4%			100.0%		
SALARY FACTOR	1.03			1.19			1.18			1.14			1.15			1.13		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Business/Managerial Economics was reported in 91 of the 262 public institutions. The average salary of the 840 faculty was $55,164. This average salary was approximately 17.2 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Business/Managerial Economics was reported in 98 of the same 262 public institutions. The average salary of the 935 faculty was $62,052. This average salary was approximately 20.7 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Business/Managerial Economics in the public institutions studied was 12.5 percent ($62,052 minus $55,164 equals $6,888). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Business/Managerial Economics average faculty salaries over the three-year period by 4.4 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Business/Managerial Economics (12.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.3 percent less than the faculty in the discipline/major field of Business/Managerial Economics.

In the 1994-95 study the faculty mix percentage in Business/Managerial Economics is higher at the professor rank than at the assistant professor rank: 39.8 percent vs. 25.7 percent; and higher in the 1997-98 study; 40.6 percent vs 24.0 percent. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Business/Managerial Economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 2.6 percent (22/840) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.4 percent (41/935) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Business/Managerial Economics was reported in 111 of the 387 private institutions. The average salary of the 575 faculty was $51,355, an average salary 9.5 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 106 of the same 387 private institutions reported Business/Managerial Economics . The average salary of the 537 faculty was $58,023, an average salary 12.8 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Business/Managerial Economics in the private institutions studied was 13.0 percent ($58,023 minus $51,355 equals $6,668). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Business/Managerial Economics over the three-year time period, is 4.9 percent or 1.6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent. In comparison to Business/Managerial Economics (13.0%), the faculty in ALL MAJOR FIELDS increased their salaries 3.3 percent less than faculty in Business/Managerial Economics.

In the discipline/major field of Business/Managerial Economics, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank : 28.7 percent vs. 29.2 percent (1994-95); and higher 30.4 percent vs 26.6 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Business/Managerial Economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 2.4 percent (14/575) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 4.3 percent (23/537) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Business/Managerial Economics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,887 (1.2%) faculty in the discipline/major field of Business/Managerial Economics participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Business/Managerial Economics in the 1994-95 were

17 percent and 10 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Business/Managerial Economics in 1997-98 were 21 percent above and 13 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Business/Managerial Economics in the public institutions received an average annual salary increase of 1.5 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.6 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and the 1997-98 private study in Business/Managerial Economics, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank; and for the 1994-95 private study it was lower, indicating that in both the public and private studies the discipline/major field of Business/Managerial Economics is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Business/Managerial Economics in the 1994-95 and 1997-98 public studies and in the 1994-95 and 1997-98 private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Business/Managerial Economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR).
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN CHEMISTRY, GENERAL FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Chemistry, General. The CIP defines the discipline/major field of Chemistry, General as,

> A group of instructional programs that generally describes the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 130--40.0501).]

This article summarizes the overall average salary increases in the discipline/major field of Chemistry, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Chemistry, General for both

public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 24.5 for associate professors of Chemistry, General in the 1994-95 public study means that 24.5 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of Chemistry, General in the 1994-95 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Chemistry, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PUBLIC, 1994-95																		
AVERAGE SALARY	60014	1082	203	44600	553	181	36449	543	188	34452	129	96	27580	77	43	49452	2255	223
FAC MIX PCT	48.0%			24.5%			24.1%			5.7%			3.4%			100.0%		
SALARY FACTOR	1.02			0.97			0.96			0.95			0.97			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PUBLIC, 1997-98																		
AVERAGE SALARY	66442	1018	209	48379	569	183	39789	638	201	38617	119	86	29227	84	45	53272	2309	224
FAC MIX PCT	44.1%			24.6%			27.6%			5.2%			3.6%			100.0%		
SALARY FACTOR	1.03			0.96			0.97			0.98			0.94			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PRIVATE, 1994-95																		
AVERAGE SALARY	58150	680	249	42905	339	183	35551	376	207	32990	74	64	27451	21	16	48217	1416	310
FAC MIX PCT	48.0%			23.9%			26.6%			5.2%			1.5%			100.0%		
SALARY FACTOR	0.98			0.95			0.95			0.95			0.91			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PRIVATE, 1997-98																		
AVERAGE SALARY	64946	655	242	46717	362	204	38403	441	220	35340	78	68	31284	24	17	52050	1482	320
FAC MIX PCT	44.2%			24.4%			29.8%			5.3%			1.6%			100.0%		
SALARY FACTOR	0.99			0.95			0.95			0.90			0.95			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Chemistry, General was reported in 223 of the 262 public institutions. The average salary of the 2,255 faculty was $49,452. This average salary was approximately 5.0 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Chemistry, General was reported in 224 of the same 262 public institutions. The average salary of the 2,309 faculty was $53,272. This average salary was approximately 3.6 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Chemistry, General in the public institutions studied was 7.7 percent ($53,272 minus $49,272 equals $3,820). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Chemistry, General average faculty salaries over the three-year period by .4 percent or an average of .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Chemistry, General (7.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.5 percent more than the faculty in the discipline/major field of Chemistry, General.

In the 1994-95 study the faculty mix percentage in Chemistry, General is higher at the professor rank than at the assistant professor rank: 48.0 percent vs. 24.1 percent; and higher in the 1997-98 study; 44.1 percent vs 27.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Chemistry, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.7 percent (129/2,255) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.2 percent (119/2,309) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Chemistry, General was reported in 310 of the 387 private institutions. The average salary of the 1,416 faculty was $48,217, an average salary 2.9 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 320 of the same 387 private institutions reported Chemistry, General . The average salary of the 1,482 faculty was $52,050, an average salary 1.2 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Chemistry, General in the private institutions studied was 7.9 percent ($52,050 minus $48,217 equals $3,833). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Chemistry, General over the three-year time period, is .2 percent or .06 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Chemistry, General (7.9%), the faculty in ALL MAJOR FIELDS increased their salaries 1.8 percent more than faculty in Chemistry, General.

For both studies in the discipline/major field of Chemistry, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 48.0 percent vs. 26.6 percent (1994-95); and 44.2 percent vs 29.8 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Chemistry, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 5.2 percent (74/1,416) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.3 percent (78/1,482) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Chemistry, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,462 (3.0%) faculty in the discipline/major field of Chemistry, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/majorfield of Chemistry, General in 1994-95 were five percent and three percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

In both the public and private studies the average faculty salary factors for all ranks in Chemistry, General in 1997-98 were four percent and one percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Chemistry, General in the public institutions received an average annual salary increase of .1 percent below the cost-of-living. In the private institutions the annual average salary increase was .06 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Chemistry, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Chemistry, General is well established in the academy.

Finally, the hiring rate of new assistant professors in Chemistry, General in the 1994-95 and 1997-98 public studies and in the 1994-95 and 1997-98 private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Chemistry, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING/RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Antioch University (OH)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellarmine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stitch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College Moorhead (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University (CA)
Concordia University (MN)
Cooper Union for the Advancement of Science and Art (The) (NY)

Cornerstone College and Grand Rapids Baptist Seminary (MI)
Covenant College (GA)
Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominican College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnel College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)

Hope College (MI)
Houghton College (NY)
Howard University (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Puerto Rico Bayamon Campus (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
LaSierra University (CA)
Lafayette College (PA)
LaGrange College (GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
Letourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsay Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marian College (IN)
Marian College of Fon du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurray University (TX)

McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth University (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN)
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)

Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College, (OH)
The Sage Colleges (NY)
Thomas College (ME)
Thomas More College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Williams Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN COMMUNICATIONS FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Communications. The CIP defines the discipline/major field of Communications as,

> A summary of groups of Instructional Programs that describe the creation, transmission and evaluation of messages.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 68--09).]

This article summarizes the overall average salary increases in the discipline/major field of Communications for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Communications for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.5 for associate professors of Communications in the 1994-95 public study means that 28.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Communications in the 1994-95 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Communications with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE COMMUNICATIONS MAJOR FIELD Communications																		
PUBLIC, 1994-95																		
AVERAGE SALARY	55606	500	154	43332	587	163	35672	721	174	33870	118	73	27706	249	99	41739	2057	193
FAC MIX PCT	24.3%			28.5%			35.1%			5.7%			12.1%			100.0%		
SALARY FACTOR	0.94			0.94			0.94			0.94			0.97			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE COMMUNICATIONS MAJOR FIELD Communications																		
PUBLIC, 1997-98																		
AVERAGE SALARY	60524	518	154	46802	612	172	38877	694	173	37110	128	75	29956	218	89	45791	2042	189
FAC MIX PCT	25.4%			30.0%			34.0%			6.3%			10.7%			100.0%		
SALARY FACTOR	0.93			0.93			0.95			0.94			0.97			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE COMMUNICATIONS MAJOR FIELD Communications																		
PRIVATE, 1994-95																		
AVERAGE SALARY	53164	196	104	42490	329	148	34707	431	168	33093	58	52	29031	96	64	40062	1052	222
FAC MIX PCT	18.6%			31.3%			41.0%			5.5%			9.1%			100.0%		
SALARY FACTOR	0.89			0.94			0.93			0.95			0.97			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE COMMUNICATIONS MAJOR FIELD Communications																		
PRIVATE, 1997-98																		
AVERAGE SALARY	58200	235	118	45993	371	153	37263	450	193	35515	67	52	32020	95	64	43921	1151	241
FAC MIX PCT	20.4%			32.2%			39.1%			5.8%			8.3%			100.0%		
SALARY FACTOR	0.88			0.93			0.92			0.91			0.97			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Communications was reported in 193 of the 262 public institutions. The average salary of the 2,057 faculty was $41,739. This average salary was approximately 12.8 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Communications was reported in 189 of the same 262 public institutions. The average salary of the 2,042 faculty was $45,791. This average salary was approximately 12.3 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Communications in the public institutions studied was 9.7 percent ($45,791 minus $41,739 equals $4,052). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Communications average faculty salaries over the three-year period by 1.6 percent or an average of .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Communications (9.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .5 percent less than the faculty in the discipline/major field of Communications.

In the 1994-95 study the faculty mix percentage in Communications is lower at the professor rank than at the assistant professor rank: 24.3 percent vs. 35.1 percent; in the 1997-98 study it is 25.4 percent vs. 34.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Communications in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.7 percent (118/2,057) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 6.3 percent (128/2,042) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Communications was reported in 222 of the 387 private institutions. The average salary of the 1,052 faculty was $40,062, an average salary 17 percent lower than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 241 of the same 387 private institutions reported Communications. The average salary of the 1,151 faculty was $43,921, an average salary 17.1 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Communications in the private institutions studied was 9.6 percent ($43,921 minus $40,062 equals $3,859). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Communications over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison

to Communications (9.6%), the faculty in ALL MAJOR FIELDS increased their salaries .1 percent (9.7% minus 9.6% equals .1%) more than faculty in Communications.

For both studies in the discipline/major field of Communications, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 18.6 percent vs. 41.0 percent (1994-95); and 20.4 percent vs 39.1 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Communications was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 5.5 percent (58/1,052) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.8 percent (67/1,151) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Communications and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,302 (2.6%) faculty in the discipline/major field of Communications participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Communications 1994-95 were 11 percent and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Communications in 1997-98 were 11 percent and 15 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Communications in the public institutions received an average annual salary increase of 1.4 percent above the cost-of-living. In the private institutions the annual average salary increase was also 1.7 percent above the cost-of-living.

Third, in 1994-95 and 1997-98 public studies in Communications, and in the 1994-95 and 1997-98 private studies, the professor rank FAC MIX PCTS were lower than the assistant professor rank indicating that Communications is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Communications in the 1994-95 public study was higher than the hiring rate of ALL MAJOR FIELDS, and for 1997-98 public study and 1994-95 and 1997-98 private studies it was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Communications has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN COMPUTER AND INFORMATION SCIENCES FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Computer and Information Sciences. The CIP defines the discipline/major field of Computer and Information Sciences as,

> A summary of groups of Instructional Programs that describe the design, development and operation of electronic data storage and processing systems, including hardware and software.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 70--11).]

This article summarizes the overall average salary increases in the discipline/major field of Computer and Information Sciences for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Computer and Information Science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.1 for associate professors of Computer and Information Sciences in the 1994-95 public study means that 32.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.17 for associate professors in the discipline/major field of Computer and Information Sciences in the 1994-95 public study means that their average salary is 17 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/majorfield of Computer and Information Sciences with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PUBLIC, 1994-95																		
AVERAGE SALARY	67622	577	165	53884	655	185	46296	654	195	45324	71	55	30673	156	73	53562	2042	220
FAC MIX PCT	28.3%			32.1%			32.0%			3.5%			7.6%			100.0%		
SALARY FACTOR	1.15			1.17			1.21			1.25			1.07			1.14		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PUBLIC, 1997-98																		
AVERAGE SALARY	73629	626	177	58720	732	198	49907	562	189	49067	95	68	35372	178	81	58827	2098	222
FAC MIX PCT	29.8%			34.9%			26.8%			4.5%			8.5%			100.0%		
SALARY FACTOR	1.14			1.17			1.22			1.25			1.14			1.14		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PRIVATE, 1994-95																		
AVERAGE SALARY	64123	234	103	48186	370	170	41722	368	182	39738	35	26	32172	69	52	48422	1041	257
FAC MIX PCT	22.5%			35.5%			35.4%			3.4%			6.6%			100.0%		
SALARY FACTOR	1.07			1.07			1.12			1.14			1.07			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45004	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PRIVATE, 1997-98																		
AVERAGE SALARY	69590	247	104	53170	387	172	44524	324	175	44357	57	44	40613	58	41	53692	1016	258
FAC MIX PCT	24.3%			38.1%			31.9%			5.6%			5.7%			100.0%		
SALARY FACTOR	1.06			1.08			1.10			1.13			1.23			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Computer and Information Sciences was reported in 220 of the 262 public institutions. The average salary of the 2,042 faculty was $53,562. This average salary was approximately 13.8 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Computer and Information Sciences was reported in 222 of the same 262 public institutions. The average salary of the 2,098 faculty was $58,827. This average salary was approximately 14.4 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Computer and Information Sciences in the public institutions studied was 9.8 percent ($58,827 minus $53,562 equals $5,265). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Computer and Information Sciences average faculty salaries over the three-year period by 1.7 percent or an average of .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Computer and Information Sciences (9.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 0.6 percent less than the faculty in the discipline/major field of Computer and Information Sciences.

In the 1994-95 study the faculty mix percentage in Computer and Information Sciences is lower at the professor rank than at the assistant professor rank: 28.3 percent vs. 32.0 percent; in the

1997-98 study it is higher 29.8 percent vs. 26.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Computer and Information Sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.5 percent (71/2,042) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.5 percent (95/2,098) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Computer and Information Sciences was reported in 257 of the 387 private institutions. The average salary of the 1,041 faculty was $48,422, which was 3.3 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 258 of the same 387 private institutions reported Computer and Information Sciences. The average salary of the 1,016 faculty was $53,692, an average salary 4.4 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Computer and Information Sciences in the private institutions studied was 14.5 percent ($53,692 minus $46,880 equals $6,812). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Computer and Information Sciences over the three-year time period, is 6.4 percent or 2.1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the

private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Computer and Information Sciences (14.5%), the faculty in ALL MAJOR FIELDS increased their salaries 4.8 percent (14.5% minus 9.7% equals 4.8%) more than faculty in Computer and Information Sciences.

For both studies in the discipline/major field of Computer and Information Sciences, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 22.5 percent vs. 35.4 percent (1994-95); and 24.3 percent vs 31.9 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Computer and Information Sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.4 percent (35/1,041) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.6 percent (57/1,016) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Computer and Information Sciences and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,197 (2.5%) faculty in the discipline/major field of Computer and Information Sciences participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Computer and Information Sciences 1994-95 were 14 percent and three percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Computer and Information Sciences in 1997-98 were 14 percent and four percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Computer and Information Sciences in the public institutions received an average annual salary increase of .6 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.1 percent above the cost-of-living.

Except, in the 1997-98 public study in Computer and Information Sciences, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Computer and Information Sciences is still emerging in the academy.

Finally, except in the 1997-98 private study, the hiring rate of new assistant professors in Computer and Information Sciences was lower than the hiring rate of ALL MAJOR FIELDS. However, in the 1997-98 private study the hiring rate for new assistant professors was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Computer and Information Sciences has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and

professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL

BUSINESS/MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION INSTRUCTIONAL MEDIA TECH/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICE FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Counselor Education/Student Counseling and Guidance Service. The CIP defines the discipline/major field of Counselor Education/Student Counseling and Guidance Service as,

> An instructional program that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, Education, and vocational development of students, and the organizing of guidance services within elementary, middle and secondary Education institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related socio-psychological foundations.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 79--13.1101).]

This article summarizes the overall average salary increases in the discipline/major field of Counselor Education/Student Counseling and Guidance Service for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Counselor Education/Student Counseling and Guidance Service for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.1 for associate professors of Counselor Education/Student Counseling and Guidance Service in the 1994-95 public study means that 29.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of Counselor Education/Student Counseling and Guidance Service in the 1994-95 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Counselor Education/Student Counseling and Guidance Service with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION **MAJOR FIELD: Counselor Education Student Counseling and Guidance Service**																		
PUBLIC, 1994-95																		
AVERAGE SALARY	55193	220	66	44120	168	65	36468	166	62	35010	33	23	34008	23	12	45738	577	79
FAC MIX PCT	38.1%			29.1%			28.8%			5.7%			4.0%			100.0%		
SALARY FACTOR	0.94			0.96			0.96			0.97			1.19			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: EDUCATION **MAJOR FIELD: Counselor Education Student Counseling and Guidance Service**																		
PUBLIC, 1997-98																		
AVERAGE SALARY	60607	190	69	47381	184	68	39331	181	76	38344	28	24	33353	14	9	48891	569	85
FAC MIX PCT	33.4%			32.3%			31.8%			4.9%			2.5%			100.0%		
SALARY FACTOR	0.94			0.94			0.96			0.98			1.08			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: EDUCATION **MAJOR FIELD: Counselor Education Student Counseling and Guidance Service**																		
PRIVATE, 1994-95																		
AVERAGE SALARY	63117	40	14	46739	49	24	39214	45	23	37781	5	5	27877	3	3	48636	137	33
FAC MIX PCT	29.2%			35.8%			32.8%			3.6%			2.2%			100.0%		
SALARY FACTOR	1.05			1.04			1.05			1.08			0.93			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: EDUCATION **MAJOR FIELD: Counselor Education Student Counseling and Guidance Service**																		
PRIVATE, 1997-98																		
AVERAGE SALARY	69755	44	16	49497	70	26	41033	48	26	39815	6	6	38303	4	3	52149	166	37
FAC MIX PCT	26.5%			42.2%			28.9%			3.6%			2.4%			100.0%		
SALARY FACTOR	1.06			1.00			1.01			1.02			1.16			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Counselor Education/Student Counseling and Guidance Service was reported in 79 of the 262 public institutions. The average salary of the 577 faculty was $45,738. This average salary was approximately 2.9 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Counselor Education/Student Counseling and Guidance Service was reported in 85 of the same 262 public institutions. The average salary of the 569 faculty was $48,891. This average salary was approximately 5.2 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Service in the public institutions studied was 6.4 percent ($48,891 minus $45,738 equals $3,153). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Counselor Education/Student Counseling and Guidance Service average faculty salaries over the three-year period by 1.7 percent or an average of .6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Counselor Education/Student Counseling and Guidance Service (6.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.8 percent more than the faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Service.

In the 1994-95 study the faculty mix percentage in Counselor Education/StudentCounseling and Guidance Service is higher at the professor rank than at the assistant professor rank: 38.1 percent vs. 28.8 percent; and higher in 1997-98 study it is 33.4 percent vs. 31.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Counselor Education/Student Counseling and Guidance Service in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.7 percent (33/577) vs 4.3 percent (3,487/80,545) and the same in 1997-98, 4.9 percent (28/569) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Counselor Education/Student Counseling and Guidance Service was reported in 33 of the 387 private institutions. The average salary of the 137 faculty was $48,636, an average salary 3.7 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 37 of the same 387 private institutions reported Counselor Education/Student Counseling and Guidance Service . The average salary of the 166 faculty was $52,149, an average salary 1.4 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Counselor Education/Student Counseling and Guidance Service in the private institutions studied was 7.2 percent ($52,149 minus $48,636 equals $3,513). The CPI increased cost-of-living between October 1994 and October

1996 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Counselor Education/Student Counseling and Guidance Service over the three-year time period, is .9 percent or .3 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Counselor Education/Student Counseling and Guidance Service (5.8%), the faculty in ALL MAJOR FIELDS increased their salaries 3.9 percent (9.7% minus 5.8% equals 3.9%) more than faculty in Counselor Education/Student Counseling and Guidance Service.

For both studies in the discipline/major field of Counselor Education/Student Counseling and Guidance Service , the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 29.2 percent vs. 32.8 percent (1994-95); and 26.5 percent vs 28.9 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Counselor Education/Student Counseling and Guidance Service was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.6 percent (5/137) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 3.6 percent (6/166) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Counselor Education/Student Counseling and Guidance Service and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--wereconducted for the baseline year and for the trend year--a total of four studies. A total of 1,449 (0.6%) faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Service participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/majorfield of Counselor Education/StudentCounseling and Guidance Service for 1994-95 were three percent below and four percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies for 1997-98 the average faculty salary factors for all ranks in Counselor Education/Student Counseling and Guidance Service in 1997-98 were five percent below and one percent above the average faculty the average salary factor for all rank in ALL MAJOR FIELDS.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Counselor Education/Student Counseling and Guidance Service in the public institutions received an average annual salary increase of .6 percent below the cost-of-living. In the private institutions the annual average salary increase was .8 percent below the cost-of-living.

Third, in the 1994-95 and 1997-98 public studies in Counselor Education/Student Counseling and Guidance Service, the professor rank FAC MIX PCTs is higher than those for the assistant professor rank. In both the 1994-95 and 1997-98 private studies in Counselor Education/StudentCounseling and Guidance Service, the professor rank FAC MIX PCTs are lower than those for assistant professor rank, indicating that in the private studies the discipline/major field of Counselor Education/Student Counseling and Guidance Service is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Counselor Education/Student Counseling and Guidance Service in the 1994-95 public study was higher than the hiring rate of ALL MAJOR FIELDS; and in the 1997-98 it was the same. However, in the hiring rate for new assistant professors in the 1994-95 and 1997-98 private studies was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Counselor Education/Student Counseling and Guidance Service has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN CURRICULUM AND INSTRUCTION FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Curriculum and Instruction. The CIP defines the discipline/major field of Curriculum and Instruction as,

> An instructional program that describes the study of the curriculum and related instructional processes and tools, and that may prepare individuals to serve as professional curriculum specialists. Includes instruction in curriculum theory, curriculum design and planning, instructional material design and evaluation, curriculum evaluation, and applications to specific subject-matter, programs or education levels.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 75--13.0301).]

This article summarizes the overall average salary increases in the discipline/major field of Curriculum and Instruction for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Curriculum and Instruction for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.9 for associate professors of Curriculum and Instruction in the 1994-95 public study means that 26.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.92 for associate professors in the discipline/major field of Curriculum and Instruction in the 1994-95 public study means that their average salary is eight percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Curriculum and Instruction with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
							DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction											
PUBLIC, 1994-95																		
AVERAGE SALARY	52559	323	61	42499	274	64	35840	339	63	34272	52	29	28160	84	29	42291	1020	69
FAC MIX PCT	31.7%			26.9%			33.2%			5.1%			8.2%			100.0%		
SALARY FACTOR	0.89			0.92			0.94			0.95			0.99			0.90		
							ALL MAJOR FIELDS											
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
							DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction											
PUBLIC, 1997-98																		
AVERAGE SALARY	59325	351	62	46301	306	65	38858	348	63	38304	67	33	32393	85	28	47034	1090	68
FAC MIX PCT	32.2%			28.1%			31.9%			6.1%			7.8%			100.0%		
SALARY FACTOR	0.92			0.92			0.95			0.98			1.04			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
							DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction											
PRIVATE, 1994-95																		
AVERAGE SALARY	59647	42	16	44593	38	16	39874	30	12	36828	8	7	28450	9	5	47495	119	25
FAC MIX PCT	35.3%			31.9%			25.2%			6.7%			7.6%			100.0%		
SALARY FACTOR	1.00			0.99			1.07			1.06			0.95			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
							DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction											
PRIVATE, 1997-98																		
AVERAGE SALARY	64747	49	18	50874	55	22	42024	51	17	40126	10	5	32036	11	5	51002	166	28
FAC MIX PCT	29.5%			33.1%			30.7%			6.0%			6.6%			100.0%		
SALARY FACTOR	0.98			1.03			1.04			1.03			0.97			0.99		
							ALL MAJOR FIELDS											
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Curriculum and Instruction was reported in 69 of the 262 public institutions. The average salary of the 1,020 faculty was $42,291. This average salary was approximately 11.3 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Curriculum and Instruction was reported in 68 of the same 262 public institutions. The average salary of the 1,090 faculty was $47,034. This average salary was approximately 9.3 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Curriculum and Instruction in the public institutions studied was 11.2 percent ($47,034 minus $42,291 equals $4,743). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Curriculum and Instruction average faculty salaries over the three-year period by 3.1 percent or an average of 1.03 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Curriculum and Instruction (11.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.0 percent less than the faculty in the discipline/major field of Curriculum and Instruction.

In the 1994-95 study the faculty mix percentage in Curriculum and Instruction is lower at the professor rank than at the assistant professor rank: 31.7 percent vs. 33.2 percent; in the 1997-98 study it is higher 32.2 percent vs. 31.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Curriculum and Instruction in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.1 percent (52/1,020) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 6.1 percent (67/1,090) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Curriculum and Instruction was reported in 25 of the 387 private institutions. The average salary of the 119 faculty was $47,495, an average salary 1.3 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 28 of the same 387 private institutions reported Curriculum and Instruction. The average salary of the 166 faculty was $51,002, an average salary .9 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Curriculum and Instruction in the private institutions studied was 7.4 percent ($51,002 minus $47,495 equals $3,507). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Curriculum and Instruction over the three-year time period, is .7 percent or .2 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison

to Curriculum and Instruction (7.4%), the faculty in ALL MAJOR FIELDS increased their salaries 2.3 percent more than the faculty in Curriculum and Instruction.

For the 1994-95 study in the discipline/major field of Curriculum and Instruction, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 35.3 percent vs. 25.2 percent (1994-95); and lower in the 1997-98: 29.5 percent vs 30.7 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Curriculum and Instruction was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 6.7 percent (8/119) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 6.0 percent (10/166) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Curriculum and Instruction and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,395 (1.0%) faculty in the discipline/major field of Curriculum and Instruction participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Curriculum and Instruction 1994-95 were 10 percent below and one percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Curriculum and Instruction in 1997-98 were nine percent below and one percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Curriculum and Instruction in the public institutions received an average annual salary increase of 1.03 percent above the cost-of-living. In the private institutions the annual average salary increase was .2 percent below the cost-of-living.

Third, in the 1994-95 public study and in the 1997-98 private study in Curriculum and Instruction, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank; and higher in the 1997-98 public study and the 1994-95 private study in the discipline/major field of Curriculum and Instruction.

Finally, in both the public and private studies, the hiring rate for new assistant professors was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Curriculum and Instruction has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH-TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN DRAMA/THEATER ARTS, GENERAL FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Drama/Theater Arts, General. The CIP defines the discipline/major field of Drama/Theater Arts, General as,

> An instructional program that generally describes the study of dramatic works and their performance. Includes instruction in major works of dramatic literature, dramatic styles and types, and the principles of organizing and producing full productions,*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 164--50.0501).]

This article summarizes the overall average salary increases in the discipline/major field of Drama/Theater Arts, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Drama/Theater Arts, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.0 for associate professors of Drama/Theater Arts, General in the 1994-95 public study means that 29.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.90 for associate professors in the discipline/major field of Drama/Theater Arts, General in the 1994-95 public study means that their average salary is 10 percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Drama/Theater Arts, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE VISUAL AND PERFORMING ARTS
MAJOR FIELD Drama Theater Arts, General

PUBLIC, 1994-95

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	55381	322	118	41367	287	117	33039	327	125	30562	58	47	26898	53	33	42401	989	158
FAC MIX PCT	32.6%			29.0%			33.1%			5.9%			5.4%			100.0%		
SALARY FACTOR	0.94			0.90			0.87			0.84			0.94			0.90		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		

DISCIPLINE VISUAL AND PERFORMING ARTS
MAJOR FIELD Drama Theater Arts, General

PUBLIC, 1997-98

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	59414	293	112	45360	320	119	36003	310	131	33662	64	43	28836	46	31	45832	969	158
FAC MIX PCT	30.2%			33.0%			32.0%			6.6%			4.7%			100.0%		
SALARY FACTOR	0.92			0.90			0.88			0.86			0.93			0.89		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

DISCIPLINE VISUAL AND PERFORMING ARTS
MAJOR FIELD Drama Theater Arts, General

PRIVATE, 1994-95

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	52948	138	83	41074	207	118	32708	205	115	31364	25	22	28194	32	28	40234	582	194
FAC MIX PCT	23.7%			35.6%			35.2%			4.3%			5.5%			100.0%		
SALARY FACTOR	0.88			0.91			0.87			0.90			0.94			0.86		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		

DISCIPLINE VISUAL AND PERFORMING ARTS
MAJOR FIELD Drama Theater Arts, General

PRIVATE, 1997-98

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	57513	156	90	44319	216	117	35022	188	113	34593	30	28	29363	29	23	44110	589	195
FAC MIX PCT	26.5%			36.7%			31.9%			5.1%			4.9%			100.0%		
SALARY FACTOR	0.87			0.90			0.86			0.88			0.89			0.86		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Drama/Theater Arts, General was reported in 158 of the 262 public institutions. The average salary of the 989 faculty was $42,401. This average salary was approximately 11.1 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Drama/Theater Arts, General was reported in 158 of the same 262 public institutions. The average salary of the 969 faculty was $45,832. This average salary was approximately 12.2 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Drama/Theater Arts, General in the public institutions studied was 8.1 percent ($45,832 minus $42,401 equals $3,431). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Drama/Theater Arts, General which was exactly the same as the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Drama/Theater Arts, General (8.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.1 percent more than the faculty in the discipline/major field of Drama/Theater Arts, General.

In the 1994-95 study the faculty mix percentage in Drama/Theater Arts, General is lower at the professor rank than at the assistant professor rank: 32.6 percent vs. 33.1 percent; in the 1997-98 study it is 30.2 percent vs. 32.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Drama/Theater Arts, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.9 percent (58/989) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 6.6 percent (64/969) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Drama/Theater Arts, General was reported in 194 of the 387 private institutions. The average salary of the 582 faculty was $40,234, an average salary 16.5 percent lower than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 195 of the same 387 private institutions reported Drama/Theater Arts, General. The average salary of the 589 faculty was $44,110, an average salary 16.6 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Drama/Theater Arts, General in the private institutions studied was 9.6 percent ($44,110 minus $40,234 equals $3,876). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Drama/Theater Arts, General over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Drama/Theater Arts, General (9.6%), the faculty in ALL MAJOR FIELDS increased their salaries .1 percent (10.2% minus 9.8% equals .4%) less than faculty in Drama/Theater Arts, General.

For both studies in the discipline/major field of Drama/Theater Arts, General the faculty mix percentage is lower at the professor rank in 1994-95 in comparison to the assistant professor rank: 23.7 percent vs. 35.2 percent; and 26.5 percent vs 31.9 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Drama/Theater Arts, General was the same as the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 4.3 percent (25/582) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.1 percent (30/589) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Drama/Theater Arts, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,129 (1.3%) faculty in the discipline/major field of Drama/Theater Arts, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Drama/Theater Arts, General in 1994-95 were 10 percent and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Drama/Theater Arts, General in 1997-98 were 11 percent and 14 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Drama/Theater Arts, General in the public institutions received an average annual salary increase of equal to the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and the 1994-95 and 1997-98 private studies in Drama/Theater Arts, General, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Drama/Theater Arts, General is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Drama/Theater Arts, General in the 1994-95 and 1997-98 public studies and in the 1997-98 private study were higher than the hiring rate for ALL MAJOR FIELDS; and, in the 1994-95 private study the hiring rate was the same.

Because a significant data base of average faculty salaries in the academic discipline/major field of Drama/Theater Arts, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL

BUSINESS/MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA TECH TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN ECONOMICS, GENERAL FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Economics, General. The CIP defines the discipline/major field of Economics, General as,

> An instructional program that generally describes the systematic study of the production, conservation and allocation of resources in conditions of scarcity, together with the organizational frameworks related to these processes. Includes instruction in economic theory, micro-and macro-economics, comparative economic systems, money and banking systems, international economics, quantitative analytical methods, and applications to specific industries and public policy issues.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 144--45.0601).]

This article summarizes the overall average salary increases in the discipline/major field of Economics, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Economics, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.7 for associate professors of Economics, General in the 1994-95 public study means that 30.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.09 for associate professors in the discipline/major field of Economics, General in the 1994-95 public study means that their average salary is nine percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Economics, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Economics, General

PUBLIC, 1994-95

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	64671	528	118	50128	382	109	43474	306	108	40759	48	40	33692	30	20	54261	1246	131
FAC MIX PCT	42.4%			30.7%			24.6%			3.9%			2.4%			100.0%		
SALARY FACTOR	1.10			1.09			1.14			1.13			1.18			1.15		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Economics, General

PUBLIC, 1997-98

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	70188	543	123	54249	359	115	47706	250	100	44432	27	22	33952	17	13	59958	1169	135
FAC MIX PCT	46.4%			30.7%			21.4%			2.3%			1.5%			100.0%		
SALARY FACTOR	1.08			1.08			1.16			1.13			1.09			1.17		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Economics, General

PRIVATE, 1994-95

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	71766	299	103	48750	320	120	42665	254	107	40898	39	31	38496	14	11	54604	887	165
FAC MIX PCT	33.7%			36.1%			28.6%			4.4%			1.6%			100.0%		
SALARY FACTOR	1.20			1.08			1.14			1.17			1.28			1.16		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Economics, General

PRIVATE, 1997-98

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	76750	321	113	53535	291	110	46935	179	88	44276	21	20	37147	14	11	61040	805	164
FAC MIX PCT	39.9%			36.1%			22.2%			2.6%			1.7%			100.0%		
SALARY FACTOR	1.17			1.09			1.16			1.13			1.12			1.19		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Economics, General was reported in 131 of the 262 public institutions. The average salary of the 1,246 faculty was $54,261. This average salary was approximately 15.2 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Economics, General was reported in 135 of the same 262 public institutions. The average salary of the 1,169 faculty was $59,958. This average salary was approximately 16.6 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Economics, General in the public institutions studied was 10.5 percent ($59,958 minus $54,261 equals $5,697). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Economics, General average faculty salaries over the three-year period by 2.4 percent or an average of .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Economics, General (10.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent less than the faculty in the discipline/major field of Economics, General.

In the 1994-95 study the faculty mix percentage in Economics, General is higher at the professor rank than at the assistant professor rank: 42.4 percent vs. 24.6 percent; in the 1997-98 study it is 46.4 percent vs. 21.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Economics, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.9 percent (48/1,246) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 2.3 percent (27/1,169) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Economics, General was reported in 165 of the 387 private institutions. The average salary of the 887 faculty was $54,604, an average salary 16.5 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 164 of the same 387 private institutions reported Economics, General. The average salary of the 805 faculty was $61,040, an average salary 18.6 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Economics, General in the private institutions studied was 11.8 percent ($61,040 minus $54,604 equals $6,436). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Economics, General over the three-year time period, is 3.7 percent or 1.2 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Economics, General (11.8%), the faculty in ALL MAJOR FIELDS increased their salaries 2.1 percent less than faculty in Economics, General.

For the 1994-95 study in the discipline/major field of Economics, General the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 33.7 percent vs. 28.6 percent; and higher in 1997-98 study, 39.9 percent vs 22.2 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Economics, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 4.4 percent (39/887) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 2.6 percent (21/805) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Economics, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,107 (1.7%) faculty in the discipline/major field of Economics, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Economics, General in 1994-95 were 15 percent and 16 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

In both the public and private studies the average faculty salary factors for all ranks in Economics, General in 1997-98 were 17 percent and 19 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Economics, General in the public institutions received an average annual salary increase of .8 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Economics, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Economics, General is well established in the academy.

Finally, the hiring rate of new assistant professors in Economics, General in both the 1994-95 and 1997-98 public and the 1997-98 private study was lower than the hiring rate of ALL MAJOR FIELDS; however, for the 1994-95 private study the hiring rate was higher.

Because a significant data base of average faculty salaries in the academic discipline/major field of Economics, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Antioch University (OH)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellarmine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College Moorhead (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University (CA)
Concordia University (MN)
Cooper Union for the Advancement of Science and Art (The) (NY)

Cornerstone College and Grand Rapids Baptist Seminary (MI)
Covenant College (GA)
Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominican College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnel College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)

Hope College (MI)
Houghton College (NY)
Howard University (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Puerto Rico Bayamon Campus (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
LaSierra University (CA)
Lafayette College (PA)
LaGrange College (GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
Letourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsay Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marian College (IN)
Marian College of Fon du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurray University (TX)

McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth University (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN)
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)

Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College. (OH)
The Sage Colleges (NY)
Thomas College (ME)
Thomas More College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Williams Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN EDUCATION FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Education. The CIP defines the discipline/major field of Education as,

> A summary of groups of Instructional Programs that describes the theory and practice of learning and teaching, and related research, administrative and support service.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 74--13).]

This article summarizes the overall average salary increases in the discipline/major field of Education for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.8 for associate professors of Education in the 1994-95 public study means that 29.8 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.99 for associate professors in the discipline/major field of Education in the 1994-95 public study means that their average salary is one percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PUBLIC, 1994-95																		
AVERAGE SALARY	59058	1359	171	45622	1298	174	37601	1387	175	35712	246	107	29870	306	96	46154	4350	180
FAC MIX PCT	31.2%			29.8%			31.9%			5.7%			7.0%			100.0%		
SALARY FACTOR	1.00			0.99			0.99			0.99			1.05			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PUBLIC, 1997-98																		
AVERAGE SALARY	64004	1275	175	49247	1257	171	40139	1371	173	37397	228	118	31600	280	90	49579	4183	185
FAC MIX PCT	30.5%			30.1%			32.8%			5.5%			6.7%			100.0%		
SALARY FACTOR	0.99			0.98			0.98			0.95			1.02			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PRIVATE, 1994-95																		
AVERAGE SALARY	53023	496	188	41582	591	223	34415	681	230	33162	110	81	28914	85	57	41429	1853	282
FAC MIX PCT	26.8%			31.9%			36.8%			5.9%			4.6%			100.0%		
SALARY FACTOR	0.89			0.92			0.92			0.95			0.96			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PRIVATE, 1997-98																		
AVERAGE SALARY	57307	516	189	44941	682	235	37408	710	230	36276	127	92	31637	115	65	44695	2023	280
FAC MIX PCT	25.5%			33.7%			35.1%			6.3%			5.7%			100.0%		
SALARY FACTOR	0.87			0.91			0.92			0.93			0.96			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Education was reported in 180 of the 262 public institutions. The average salary of the 4,350 faculty was $46,154. This average salary was approximately 2.0 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Education was reported in 185 of the same 262 public institutions. The average salary of the 4,183 faculty was $49,579. This average salary was approximately 3.7 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Education in the public institutions studied was 7.4 percent ($49,579 minus $46,154 equals $3,425). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Education average faculty salaries over the three-year period by .7 percent or an average of .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Education (7.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent more than the faculty in the discipline/major field of Education.

In the 1994-95 study the faculty mix percentage in Education is lower at the professor rank than at the assistant professor rank: 31.2 percent vs. 31.9 percent; and lower in the 1997-98 study; 30.5 percent vs. 32.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.7 percent (246/4,350) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.5 percent (228/4,183) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Education was reported in 282 of the 387 private institutions. The average salary of the 1,853 faculty was $41,429, an average salary 13.2 percent lower than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 280 of the same 387 private institutions reported Education. The average salary of the 2,023 faculty was $44,695, an average salary 15.1 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Education in the private institutions studied was 7.9 percent ($44,695 minus $41,429 equals $3,266). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Education over the three-year time period, is .2 percent or .06 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison

to Education (7.9%), the faculty in ALL MAJOR FIELDS increased their salaries 1.8 percent (9.7% minus 7.9% equals 1.8%) more than faculty in Education.

For both studies in the discipline/major field of Education, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 26.8 percent vs. 36.8 percent (1994-95); and 25.5 percent vs 35.1 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Education was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 5.9 percent (110/1,853) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 6.3 percent (127/2,023) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 12,409 (5.1%) faculty in the discipline/major field of Education participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Education 1994-95 were two percent and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Education in 1997-98 were four percent and 13 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Education in the public institutions received an average annual salary increase of .2 percent below the cost-of-living. In the private institutions the annual average salary increase was .06 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies in Education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank; and lower in both the private studies. This would indicate that in both the public and private studies the discipline/major field of Education is still emerging in the academy.

Finally, the hiring rates of new assistant professors in Education in the 1994-95 and 1997-98 public studies, and in the 1994-95 and 1997-98 private studies were higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Education Administration and Supervision, General. The CIP defines the discipline/major field of Education Administration and Supervision, General as,

> An instructional program that generally describes the study of the principles and techniques of administering a wide variety of schools and other Education organizations and facilities, supervising Education personnel at the school of staff level, and that may prepare individuals as general administrators and supervisors.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P.75--0401).]

This article summarizes the overall average salary increases in the discipline/major field of Education Administration and Supervision, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Education Administration and Supervision, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.6 for associate professors of Education Administration and Supervision, General in the 1994-95 public study means that 32.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.99 for associate professors in the discipline/major field of Education Administration and Supervision, General in the 1994-95 public study means that their average salary is one percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Education Administration and Supervision, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: EDUCATION **MAJOR FIELD: Education Administration and Supervision, General**																		
PUBLIC, 1994-95																		
AVERAGE SALARY	58345	288	81	45924	229	74	38645	171	67	36519	36	27	40876	14	9	49146	702	91
FAC MIX PCT	41.0%			32.6%			24.4%			5.1%			2.0%			100.0%		
SALARY FACTOR	0.99			0.99			1.01			1.01			1.43			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: EDUCATION **MAJOR FIELD: Education Administration and Supervision, General**																		
PUBLIC, 1997-98																		
AVERAGE SALARY	64500	311	84	50808	284	86	40752	233	74	39126	49	36	48697	23	8	53001	851	99
FAC MIX PCT	36.5%			33.4%			27.4%			5.8%			2.7%			100.0%		
SALARY FACTOR	1.00			1.01			0.99			1.00			1.57			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: EDUCATION **MAJOR FIELD: Education Administration and Supervision, General**																		
PRIVATE, 1994-95																		
AVERAGE SALARY	62108	45	14	46864	55	21	37488	30	15	35866	4	4	41200	1	1	49910	131	29
FAC MIX PCT	34.4%			42.0%			22.9%			3.1%			0.8%			100.0%		
SALARY FACTOR	1.04			1.04			1.00			1.03			1.37			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: EDUCATION **MAJOR FIELD: Education Administration and Supervision, General**																		
PRIVATE, 1997-98																		
AVERAGE SALARY	65117	44	14	50213	53	21	42750	28	20	45305	4	4	31828	7	1	52623	132	30
FAC MIX PCT	33.3%			40.2%			21.2%			3.0%			5.3%			100.0%		
SALARY FACTOR	0.99			1.02			1.05			1.16			0.96			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Education Administration and Supervision, General was reported in 91 of the 262 public institutions. The average salary of the 702 faculty was $49,146. This average salary was approximately 4.4 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Education Administration and Supervision, General was reported in 99 of the same 262 public institutions. The average salary of the 851 faculty was $53,001. This average salary was approximately 3.1 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Education Administration and Supervision, General in the public institutions studied was 7.8 percent ($53,001 minus $49,146 equals $3,855). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Education Administration and Supervision, General average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Education Administration and Supervision, General (7.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent more than the faculty in the discipline/major field of Education Administration and Supervision, General.

In the 1994-95 study the faculty mix percentage in Education Administration and Supervision, General is higher at the professor rank than at the assistant professor rank: 41.0 percent vs. 24.4 percent; in the 1997-98 study it is 36.5 percent vs. 27.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Education Administration and Supervision, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.1 percent (36/702) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.8 percent (49/851) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Education Administration and Supervision, General was reported in 29 of the 387 private institutions. The average salary of the 131 faculty was $49,910, an average salary 6.5 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 30 of the same 387 private institutions reported Education Administration and Supervision, General. The average salary of the 132 faculty was $52,623, an average salary 2.3 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Education Administration and Supervision, General in the private institutions studied was 5.4 percent ($52,623 minus $49,910 equals $2,713). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Education Administration and Supervision, General over the three-year time period is 2.7 percent or 1.4 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Education Administration and Supervision, General (12.5%), the faculty in ALL MAJOR FIELDS increased their salaries 4.3 percent (9.7% minus 5.4% equals 4.3%) more than faculty in Education Administration and Supervision, General.

For both studies in the discipline/major field of Education Administration and Supervision, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 34.4 percent vs. 22.9 percent (1994-95); and 33.3 percent vs 21.2 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Education Administration and Supervision, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.1 percent (4/131) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 3.0 percent (4/132) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Education Administration and Supervision, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,816 (.7%) faculty in the discipline/major field of Education Administration and Supervision participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in the public and private studies, the average faculty salary factors in the discipline/major field of Education Administration and Supervision, General 1994-95 were four percent above and six percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In the public and private studies the average faculty salary factors for all ranks in Education Administration and Supervision, General in 1997-98 were three percent above and two percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Education Administration and Supervision, General in the public institutions received an average annual salary increase of .1 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.4 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Education Administration and Supervision, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank.

Finally, the hiring rate of new assistant professors in Education Administration and

Supervision, General in the 1994-95 and 1997-98 public studies was higher than the hiring rate of ALL MAJOR FIELDS; and, the hiring rate for new assistant professors in the 1994-95 and the 1997-98 private studies were higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Education Administration and Supervision, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN EDUCATIONAL/INSTRUCTIONAL MEDIA TECHNOLOGY/TECHNICIAN FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Educational/Instructional Media Tech./Technician. The CIP defines the discipline/major field of Educational/Instructional Media Tech./Technician as,

> An instructional program that prepares individuals to assist instructional media designers and other communications professionals in preparing educational and training films, tapes, recordings, videos, slides and overheads, and in operating related technical equipment.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P.69--10.0101).]

This article summarizes the overall average salary increases in the discipline/major field of Educational/InstructionalMedia Tech./Technician for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in

1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Educational/Instructional Media Tech./Technician for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.2 for associate professors of Educational/Instructional Media Tech./Technician in the 1994-95 public study means that 32.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of Educational/Instructional Media/Technician in the 1994-95 public study means that their average salary is essentially the same as the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Educational/Instructional Media Tech/Technician with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N/IN
DISCIPLINE: COMMUNICATIONS **MAJOR FIELD: Educational Instructional Media Tech. Technician**																		
PUBLIC, 1994-95																		
AVERAGE SALARY	57932	28	11	46084	28	12	39799	29	10	36817	5	4	24959	2	2	47316	87	14
FAC MIX PCT	32.2%			32.2%			33.3%			5.7%			2.3%			100.0%		
SALARY FACTOR	0.98			1.00			1.04			1.02			0.87			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46174	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: COMMUNICATIONS **MAJOR FIELD: Educational Instructional Media Tech. Technician**																		
PUBLIC, 1997-98																		
AVERAGE SALARY	62135	44	15	53527	36	20	43105	34	17	43309	6	6	29180	6	4	52513	120	22
FAC MIX PCT	36.7%			30.0%			28.3%			5.0%			5.0%			100.0%		
SALARY FACTOR	0.96			1.07			1.05			1.10			0.94			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N/IN
DISCIPLINE: COMMUNICATIONS **MAJOR FIELD: Educational Instructional Media Tech. Technician**																		
PRIVATE, 1994-95																		
AVERAGE SALARY	53263	19	9	44020	29	11	36668	38	17	38000	3	2	29051	14	10	40887	100	25
FAC MIX PCT	19.0%			29.0%			38.0%			3.0%			14.0%			100.0%		
SALARY FACTOR	0.89			0.98			0.98			1.09			0.97			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: COMMUNICATIONS **MAJOR FIELD: Educational Instructional Media Tech. Technician**																		
PRIVATE, 1997-98																		
AVERAGE SALARY	56937	19	10	49320	31	10	41295	34	12	43550	4	3	33727	13	5	45909	97	19
FAC MIX PCT	19.6%			32.0%			35.1%			4.1%			13.4%			100.0%		
SALARY FACTOR	0.87			1.00			1.02			1.11			1.02			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Educational/InstructionalMedia Tech./Technician was reported in 14 of the 262 public institutions. The average salary of the 87 faculty was $47,316. This average salary was approximately .5 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Educational/Instructional Media Tech./Technician was reported in 22 of the same 262 public institutions. The average salary of the 120 faculty was $52,513. This average salary was approximately 2.1 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Educational/InstructionalMedia Tech./Technician in the public institutions studied was 11 percent ($52,513 minus $47,316 equals $5,197). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Educational/Instructional Media Tech./Technician average faculty salaries over the three-year period by 2.9 percent or an average of 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Educational/Instructional Media Tech./Technician (11.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent less than the faculty in the discipline/major field of Educational/Instructional Media Tech./Technician.

In the 1994-95 study the faculty mix percentage in Educational/Instructional Media

Tech./Technician is lower at the professor rank than at the assistant professor rank: 32.2 percent vs. 33.3 percent; in the 1997-98 study it is 36.7 percent vs. 28.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Educational/Instructional Media Tech./Technician in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.7 percent (5/87) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.0 percent (6/120) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Educational/Instructional Media Tech./Technician was reported in 25 of the 387 private institutions. The average salary of the 100 faculty was $40,887, an average salary 14.7 percent lower than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 19 of the same 387 private institutions reported Educational/Instructional Media Tech./Technician. The average salary of the 97 faculty was $45,909, an average salary 12.1 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Educational/Instructional Media Tech./Technician in the private institutions studied was 12.3 percent ($45,909 minus $40,887 equals $5,022). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Educational/Instructional

Media Tech./Technician over the three-year time period, is 4.2 percent or 1.4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Educational/InstructionalMedia Tech./Technician(12.3%), the faculty in ALL MAJOR FIELDS increased their salaries 2.6 percent (12.3% minus 9.7% equals 2.6%) less than faculty in Educational/Instructional Media Tech./Technician.

For the 1994-95 study in the discipline/major field of Educational/Instructional Media Tech./Technician, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 19.0 percent vs. 38.0 percent; and higher in the 1997-98 study at the professor rank: 19.6 percent vs 35.1 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Educational/Instructional Media Tech./Technician was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.0 percent (3/100) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 4.1 percent (4/97) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Educational/Instructional Media Tech./Technician and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 404 (.2%) faculty in the discipline/major field of Educational/Instructional Media Tech./Technician participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Educational/Instructional Media Tech./Technician 1994-95 were virtually the same and 13 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Educational/Instructional Media Tech./Technician in 1997-98 were two percent above and 11 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Educational/Instructional Media Tech./Technician in the public institutions received an average annual salary increase of 1.0 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.4 percent above the cost-of-living.

Except in the 1997-98 public study in Educational/InstructionalMedia Tech./Technician,the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Educational/Instructional Media Tech./Technician is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Educational/Instructional Media

Tech./Technician in the 1994-95 and 1997-98 public studies and the 1994-95 private study was higher than the hiring rate of ALL MAJOR FIELDS. The hiring rate for new assistant professors in the 1997-98 private study was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Educational/Instructional Media Tech./Technician has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN ENGINEERING FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Engineering. The CIP defines the discipline/major field of Engineering as,

> A summary of groups of instructional programs that prepares individuals to apply mathematical and scientific principles to the solution of practical problems for the benefit of society.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 85--14).]

This article summarizes the overall average salary increases in the discipline/major field of Engineering for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Engineering for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FAÇTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.9 for associate professors of Engineering in the 1994-95 public study means that 31.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.19 for associate professors in the discipline/major field of Engineering in the 1994-95 public study means that their average salary is 19 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Engineering with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PUBLIC, 1994-95																		
AVERAGE SALARY	70563	1401	74	55093	1042	76	47220	750	75	46717	92	37	32349	78	26	59372	3271	84
FAC MIX PCT	42.8%			31.9%			22.9%			2.8%			2.4%			100.0%		
SALARY FACTOR	1.20			1.19			1.24			1.29			1.13			1.26		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PUBLIC, 1997-98																		
AVERAGE SALARY	77935	1545	83	59789	1153	82	51027	697	82	50445	122	49	35984	66	27	65671	3461	88
FAC MIX PCT	44.6%			33.3%			20.1%			3.5%			1.9%			100.0%		
SALARY FACTOR	1.20			1.19			1.24			1.28			1.16			1.28		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PRIVATE, 1994-95																		
AVERAGE SALARY	77737	934	58	57203	591	54	49338	450	56	44758	37	23	34718	12	8	64938	1987	63
FAC MIX PCT	47.0%			29.7%			22.6%			1.9%			0.6%			100.0%		
SALARY FACTOR	1.30			1.27			1.32			1.28			1.16			1.39		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PRIVATE, 1997-98																		
AVERAGE SALARY	84167	984	60	61956	586	58	53118	422	60	49371	54	31	39282	7	4	70944	1999	65
FAC MIX PCT	49.2%			29.3%			21.1%			2.7%			0.4%			100.0%		
SALARY FACTOR	1.28			1.26			1.31		1.26			1.19			1.38			
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Engineering was reported in 84 of the 262 public institutions. The average salary of the 3,271 faculty was $59,372. This average salary was approximately 26.1 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table. Engineering was reported in 88 of the same 262 public institutions. The average salary of the 3,461 faculty was $65,671. This average salary was approximately 27.7 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Engineering in the public institutions studied was 10.6 percent ($65,671 minus $59,372 equals $6,299). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Engineering average faculty salaries over the three-year period of 2.5 percent or .8 percent east year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Engineering (10.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent less than the faculty in the discipline/major field of Engineering .

In the 1994-95 study the faculty mix percentage in Engineering is higher at the professor rank than at the assistant professor rank: 42.8 percent vs. 22.9 percent; in the 1997-98 study it is 44.6 percent vs. 20.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Engineering in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 2.8 percent (92/3,271) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 3.5 percent (122/3,461) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Engineering was reported in 63 of the 387 private institutions. The average salary of the 1,987 faculty was $64,938, an average salary 38.5 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 65 of the same 387 private institutions reported Engineering. The average salary of the 1,999 faculty was $70,944, an average salary 37.9 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Engineering in the private institutions studied was 9.2 percent ($70,944 minus $64,938 equals $6,006). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Engineering over the three-year time period, is 1.1 percent or .4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Engineering (9.2%), the faculty in ALL MAJOR FIELDS increased their salaries .5 percent (9.7% minus 9.2% equals .5%) more than faculty in Engineering.

For both studies in the discipline/major field of Engineering, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 47.0 percent vs. 22.6

percent (1994-95); and 49.2 percent vs 21.1 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Engineering was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 1.9 percent (37/1,987) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 2.7 percent (54/1,999) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Engineering and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 10,718 (4.4%) faculty in the discipline/major field of Engineering participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Engineering 1994-95 were 26 percent and 39 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Engineering in 1997-98 were 28 percent and 38 percent above the average salary factors for all ranks in ALL

MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Engineering in the public institutions received an average annual salary increase of .8 percent above the cost-of-living. In the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Engineering, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Engineering is well established in the academy.

Finally, the hiring rate of new assistant professors in Engineering in the 1994-95 and 1997-98 public studies was lower than the hiring rate of ALL MAJOR FIELDS. The hiring rate for new assistant professors in the 1994-95 and 1997-98 private studies was lower than the hiring rate for ALL MAJOR FIELDS as well.

Because a significant data base of average faculty salaries in the academic discipline/major field of Engineering has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Antioch University (OH)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellarmine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stitch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College Moorhead (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University (CA)
Concordia University (MN)
Cooper Union for the Advancement of Science and Art (The) (NY)

Cornerstone College and Grand Rapids Baptist Seminary (MI)
Covenant College (GA)
Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominican College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnel College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)

Hope College (MI)
Houghton College (NY)
Howard University (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Puerto Rico Bayamon Campus (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
LaSierra University (CA)
Lafayette College (PA)
LaGrange College (GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
Letourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsay Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marian College (IN)
Marian College of Fon du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurray University (TX)

McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth University (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN)
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)

Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College, (OH)
The Sage Colleges (NY)
Thomas College (ME)
Thomas More College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Williams Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN ENGINEERING-RELATED TECHNOLOGIES FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Engineering-Related Technologies. The CIP defines the discipline/major field of Engineering-Related Technologies as,

> A summary of groups of instructional programs that prepare individuals to apply basic engineering principles and technical skills in support of engineering and related projects.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 93--15).]

This article summarizes the overall average salary increases in the discipline/major field of Engineering-Related Technologies for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Engineering-Related Technologies for both public and private participating institutions by rank, including NEW ASST

PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 34.9 for associate professors of Engineering-Related Technologies in the 1994-95 public study means that 34.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies:

PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of Engineering-Related Technologies in the 1994-95 public study means that their average salary is one percent above the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Engineering-Related Technologies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																		
PUBLIC, 1994-95																		
AVERAGE SALARY	57237	324	69	46765	427	80	40074	377	78	39118	40	23	31003	95	37	46252	1223	92
FAC MIX PCT	26.5%			34.9%			30.8%			3.3%			7.8%			100.0%		
SALARY FACTOR	0.97			1.01			1.05			1.08			1.09			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																		
PUBLIC, 1997-98																		
AVERAGE SALARY	61116	237	69	50398	354	76	42922	326	78	41998	53	33	33397	65	30	49378	982	87
FAC MIX PCT	24.1%			36.0%			33.2%			5.4%			6.6%			100.0%		
SALARY FACTOR	0.94			1.00			1.05			1.07			1.08			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																		
PRIVATE, 1994-95																		
AVERAGE SALARY	46745	17	9	47602	30	14	37819	22	12				40873	4	3	44086	73	18
FAC MIX PCT	23.3%			41.1%			30.1%						5.5%			100.0%		
SALARY FACTOR	0.78			1.06			1.01						1.36			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																		
PRIVATE, 1997-98																		
AVERAGE SALARY	53313	16	12	44580	21	11	45188	19	8				38523	2	2	46980	58	16
FAC MIX PCT	27.6%			36.2%			32.8%						3.4%			100.0%		
SALARY FACTOR	0.81			0.90			1.11						1.16			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Engineering-Related Technologies was reported in 92 of the 262 public institutions. The average salary of the 1,223 faculty was $46,252. This average salary was approximately 1.8 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Engineering-RelatedTechnologies was reported in 87 of the same 262 public institutions. The average salary of the 982 faculty was $49,378. This average salary was approximately 4.1 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Engineering-Related Technologies in the public institutions studied was 6.8 percent ($49,378 minus $46,252 equals $3,126). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Engineering-Related Technologies average faculty salaries over the three-year period by 1.3 percent or an average of .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Engineering-Related Technologies (6.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.4 percent more than the faculty in the discipline/major field of Engineering-Related Technologies.

In the 1994-95 study the faculty mix percentage in Engineering-Related Technologies is lower at the professor rank than at the assistant professor rank: 26.5 percent vs. 30.8 percent; in the 1997-98 study it is 24.1 percent vs. 33.2 percent. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Engineering-Related Technologies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.3 percent (40/1,223) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.4 percent (53/982) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Engineering-Related Technologies was reported in 18 of the 387 private institutions. The average salary of the 73 faculty was $44,086, an average salary 6.3 percent below the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 16 of the same 387 private institutions reported Engineering-Related Technologies. The average salary of the 58 faculty was $46,980, an average salary 9.5 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Engineering-Related Technologies in the private institutions studied was 6.7 percent ($46,980 minus $44,086 equals $2,894). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Engineering-Related Technologies over the three-year time period, is 1.4 percent or .5 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison

to Engineering-Related Technologies (10.0%), the faculty in ALL MAJOR FIELDS increased their salaries 3.0 percent (9.7% minus 6.7% equals 3.0%) more than faculty in Engineering-Related Technologies.

In the 1994-95 study in the discipline/major field of Engineering-Related Technologies, the faculty mix percentage was lower at the professor rank than at the assistant professor rank: 23.3 percent vs. 30.1 percent (1994-95); and 27.6 percent vs 32.8 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Engineering-Related Technologies was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 0.0 percent (0/73) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 0.0 percent (0/58) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Engineering-Related Technologies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,336 (1.0%) faculty in the discipline/major field of Engineering-Related Technologies participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Engineering-Related Technologies 1994-95 were two percent below and six percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Engineering-Related Technologies in 1997-98 were four percent below and nine percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Engineering-Related Technologies in the public institutions received an average annual salary increase of .4 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent below the cost-of-living, as well.

Third, in the 1994-95 and 1997-98 public studies in Engineering-Related Technologies, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in the public institutes the discipline/major field of Engineering-Related Technologies is still emerging in the academy. In the 1994-95 and 1997-98 private studies, the professor rank FAC MIX PCTs are also lower than those for the assistant professor rank, indicating that in the private institutions, the field of Engineering-Related Technology is still emerging as well.

Finally, the hiring rate of new assistant professors in Engineering-Related Technologies in the 1994-95 public studies was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1997-98 public study was higher than the hiring rate for ALL MAJOR FIELDS. In the 1994-95 and 1997-98 private studies the hiring rate for new assistant professor was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Engineering-Related Technologies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and

professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL

BUSINESS/MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION INSTRUCTIONAL MEDIA TECH/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN ENGLISH LANGUAGE AND LITERATURE/LETTERS FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including English Language and Literature/Letters. The CIP defines the discipline/major field of English Language and Literature/Letters as,

> A summary of groups of instructional programs that describe the structure and use of the English language and dialects, speech, writing, and various aspects of the literatures and cultures of the English-speaking peoples.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 110--23).]

This article summarizes the overall average salary increases in the discipline/major field of English Language and Literature/Letters for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of English Language and Literature/Letters for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.6 for associate professors of English Language and Literature/Letters in the 1994-95 public study means that 27.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.92 for associate professors in the discipline/major field of English Language and Literature/Letters in the 1994-95 public study means that their average salary is eight percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of English Language and Literature/Letters with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE LETTERS
MAJOR FIELD: English Language and Literature Letters

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																		
AVERAGE SALARY	54524	2023	245	42378	1733	249	34027	1710	247	31902	235	121	24600	814	139	41712	6280	253
FAC MIX PCT	32.2%			27.6%			27.2%			3.7%			13.0%			100.0%		
SALARY FACTOR	0.93			0.92			0.89			0.88			0.86			0.89		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		

DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE LETTERS
MAJOR FIELD: English Language and Literature Letters

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1997-98																		
AVERAGE SALARY	59623	2033	248	45727	1791	246	36631	1630	251	34603	290	149	26997	834	137	45378	6288	254
FAC MIX PCT	32.3%			28.5%			25.9%			4.6%			13.3%			100.0%		
SALARY FACTOR	0.92			0.91			0.89			0.88			0.87			0.88		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE LETTERS
MAJOR FIELD: English Language and Literature Letters

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PRIVATE, 1994-95																		
AVERAGE SALARY	54471	1165	317	41622	937	293	33822	925	301	32033	108	88	26321	215	103	42999	3242	358
FAC MIX PCT	35.9%			28.9%			28.5%			3.3%			6.6%			100.0%		
SALARY FACTOR	0.91			0.92			0.90			0.92			0.88			0.92		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		

DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE LETTERS
MAJOR FIELD: English Language and Literature Letters

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PRIVATE, 1997-98																		
AVERAGE SALARY	60089	1170	320	44965	951	292	36843	842	301	35278	122	90	28474	202	95	47343	3165	361
FAC MIX PCT	37.0%			30.0%			26.6%			3.9%			6.4%			100.0%		
SALARY FACTOR	0.91			0.91			0.91			0.90			0.86			0.92		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of English Language and Literature/Letters was reported in 253 of the 262 public institutions. The average salary of the 6,280 faculty was $41,712. This average salary was approximately 12.9 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, English Language and Literature/Letterswas reported in 254 of the same 262 public institutions. The average salary of the 6,288 faculty was $45,378. This average salary was approximately 13.3 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of English Language and Literature/Letters in the public institutions studied was 8.8 percent ($45,378 minus $41,712 equals $3,666). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in English Language and Literature/Letters average faculty salaries over the three-year period by .7 percent or an average of .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of English Language and Literature/Letters (8.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent more than the faculty in the discipline/major field of English Language and Literature/Letters.

In the 1994-95 study the faculty mix percentage in English Language and Literature/Letters is higher at the professor rank than at the assistant professor rank: 32.2 percent vs. 27.2 percent; in the 1997-98 study it is 32.3 percent vs. 25.9percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in English Language and Literature/Letters in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.7 percent (235/6,280) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.6 percent (290/6,288) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of English Language and Literature/Letterswas reported in 358 of the 387 private institutions. The average salary of the 3,242 faculty was $42,999, an average salary 9.0 percent lower than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 361 of the same 387 private institutions reported English Language and Literature/Letters. The average salary of the 3,165 faculty was $47,343, an average salary 8.7 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in English Language and Literature/Letters in the private institutions studied was 10.1 percent ($47,343 minus $42,999 equals $4,344). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of English Language and Literature/Letters over the three-year time period, is 2.0 percent or .7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to English Language and Literature/Letters (10.1%), the faculty in ALL MAJOR FIELDS increased their salaries .4 percent (10.1% minus 9.7% equals .4%) less than faculty in English Language and Literature/Letters.

For both studies in the discipline/major field of English Language and Literature/Letters, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 35.9 percent vs. 28.5 percent (1994-95); and 37.0 percent vs 26.6 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in English Language and Literature/Letters was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.3 percent (108/3,242) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 3.9 percent (122/3,165) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of English Language and Literature/Letters and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 18,975 (7.7%) faculty in the discipline/major field of English Language and Literature/Letters participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of English Language and Literature/Letters in 1994-95 were 11 percent and eight percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in English Language and Literature/Letters in 1997-98 were 12 percent and eight percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in English Language and Literature/Letters in the public institutions received an average annual salary increase of .2 percent above the cost-of-living. In the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies and the 1994-95 and 1997-98 private studies in English Language and Literature/Letters, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank.

Finally, the hiring rate of new assistant professors in English Language and Literature/Letters in the 1994-95 and 1997-98 public studies and in the 1994-95 and 1997-98 private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of English Language and Literature/Letters has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA;

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN ENTERPRISE MANAGEMENT AND OPERATION, GENERAL FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Enterprise Management and Operation, General. The CIP defines the discipline/major field of Enterprise Management and Operation, General as,

> A group of instructional programs that prepare individuals to develop, own, and operate businesses.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 192--52.07).]

This article summarizes the overall average salary increases in the discipline/major field of Enterprise Management and Operation, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Enterprise Management and Operation, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.7 for associate professors of Enterprise Management and Operation, General in the 1994-95 public study means that 33.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.11 for associate professors in the discipline/major field of Enterprise Management and Operation, General in the 1994-95 public study means that their average salary is 11 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/majorfield of Enterprise Management and Operation, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF SALARY	PROF NUM	PROF N IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Enterprise Management and Operations, General																		
PUBLIC, 1994-95																		
AVERAGE SALARY	62968	34	10	51076	34	12	45306	28	8	42920	3	3	34033	5	5	52636	101	13
FAC MIX PCT	33.7%			33.7%			27.7%			3.0%			5.0%			100.0%		
SALARY FACTOR	1.07			1.11			1.19			1.19			1.19			1.12		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Enterprise Management and Operation, General																		
PUBLIC, 1997-98																		
AVERAGE SALARY	70644	30	10	55599	30	10	46011	18	8	59000	1	1	36307	1	1	58883	79	12
FAC MIX PCT	38.0%			38.0%			22.8%			1.3%			1.3%			100.0%		
SALARY FACTOR	1.09			1.11			1.12			1.50			1.17			1.15		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Enterprise Management and Operation, General																		
PRIVATE, 1994-95																		
AVERAGE SALARY	62113	11	9	53570	22	7	42579	13	12	33000	2	2	26504	3	3	50915	49	16
FAC MIX PCT	22.4%			44.9%			26.5%			4.1%			6.1%			100.0%		
SALARY FACTOR	1.04			1.19			1.14			0.95			0.88			1.09		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Enterprise Management and Operation, General																		
PRIVATE, 1997-98																		
AVERAGE SALARY	80137	27	11	69320	26	10	52630	18	10	62500	2	2	43000	1	1	68839	72	17
FAC MIX PCT	37.5%			36.1%			25.0%			2.8%			1.4%			100.0%		
SALARY FACTOR	1.22			1.41			1.30			1.60			1.30			1.34		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Enterprise Management and Operation, General was reported in 13 of the 262 public institutions. The average salary of the 101 faculty was $52,636. This average salary was approximately 11.8 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Enterprise Management and Operation, General was reported in 12 of the same 262 public institutions. The average salary of the 79 faculty was $58,883. This average salary was approximately 14.5 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Enterprise Management and Operation, General in the public institutions studied was 11.9 percent ($58,883 minus $52,636 equals $6,247). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Enterprise Management and Operation, General average faculty salaries over the three-year period by 3.8 percent or an average of 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Enterprise Management and Operation, General (11.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.7 percent less than the faculty in the discipline/major field of Enterprise Management and Operation, General.

In the 1994-95 study the faculty mix percentage in Enterprise Management and Operation, General is higher at the professor rank than at the assistant professor rank: 33.7 percent vs. 27.7 percent; and higher in the 1997-98 study; 38.0 percent vs 22.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Enterprise Management and Operation, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 2.8 percent (3/101) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 1.3 percent (1/79) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Enterprise Management and Operation, General was reported in 16 of the 387 private institutions. The average salary of the 49 faculty was $50,915, an average salary 8.6 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 17 of the same 387 private institutions reported Enterprise Management and Operation, General . The average salary of the 72 faculty was $68,839, an average salary 33.8 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Enterprise Management and Operation, General in the private institutions studied was 35.2 percent ($68,839 minus $50,915 equals $17,924). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Enterprise Management and Operation, General over the three-year time period, is 27.1 percent or 9.0 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the

private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Enterprise Management and Operation, General (35.2%), the faculty in ALL MAJOR FIELDS increased their salaries 25.5 percent less than faculty in Enterprise Management and Operation, General.

In the 1994-95 private study in the discipline/major field of Enterprise Management and Operation, General, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank; 22.4 percent vs 26.5 percent. In the 1997-98 study it was higher 37.5 percent vs. 25.0 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Enterprise Management and Operation, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 4.1 percent (2/49) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 2.8 percent (2/72) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Enterprise Management and Operation, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 301 (.1%) faculty in the discipline/major field of Enterprise Management and Operation, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Enterprise Management and Operation, General in 1994-95 were 12 percent and 9 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Enterprise Management and Operation, General in 1997-98 were 15 percent below and 34 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Enterprise Management and Operation, General in the public institutions received an average annual salary increase of 1.3 percent above the cost-of-living. In the private institutions the annual average salary increase was 9.0 percent above the cost-of-living.

Third, in the 1994-95 and 1997-98 public and in the 1997-98 private study in Enterprise Management and Operation, General, the professor rank FAC MIX PCTs were higher than those for the assistant professor rank; and in the 1994-95 private study it was lower.

Finally, the hiring rate of new assistant professors in Enterprise Management and Operation, General in the 1994-95 and 1997-98 public studies and in the 1994-95 and 1997-98 private study it was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Enterprise Management and Operation, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
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C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and
Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport
(NY)
State University of New York College at Cortland
(NY)
State University of New York College at Fredonia
(NY)
State University of New York College at Geneseo
(NY)
State University of New York College at Plattsburgh
(NY)
State University of New York Institute of
Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN FOREIGN LANGUAGES AND LITERATURES FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Foreign Languages and Literature. The CIP defines the discipline/major field of Foreign Languages and Literature as,

> A summary of groups of instructional programs that describe the study of languages other than English, and the study of related aspects of foreign literatures and cultures.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 99--16).]

This article summarizes the overall average salary increases in the discipline/major field of Foreign Languages and Literature for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Foreign Languages and

Literatures for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.7 for associate professors of Foreign Languages and Literatures in the 1994-95 public study means that 30.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Foreign Languages and Literatures in the 1994-95 public study means that their average salary is six percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Foreign Languages and Literatures with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES **MAJOR FIELD: Foreign Languages and Literatures**																		
PUBLIC, 1994-95																		
AVERAGE SALARY	56372	675	175	43214	756	189	34452	777	194	32044	103	67	26090	253	92	42296	2461	226
FAC MIX PCT	27.4%			30.7%			31.6%			4.2%			10.3%			100.0%		
SALARY FACTOR	0.96			0.94			0.90			0.89			0.91			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES **MAJOR FIELD: Foreign Languages and Literatures**																		
PUBLIC, 1997-98																		
AVERAGE SALARY	61422	678	177	46225	791	188	37370	760	190	35307	124	82	27490	250	85	45777	2479	224
FAC MIX PCT	27.3%			31.9%			30.7%			5.0%			10.1%			100.0%		
SALARY FACTOR	0.95			0.92			0.91			0.90			0.89			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES **MAJOR FIELD: Foreign Languages and Literatures**																		
PRIVATE, 1994-95																		
AVERAGE SALARY	56324	528	186	43153	539	198	34930	551	208	33418	89	64	28665	117	78	43573	1735	289
FAC MIX PCT	30.4%			31.1%			31.8%			5.1%			6.7%			100.0%		
SALARY FACTOR	0.94			0.96			0.93			0.96			0.95			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES **MAJOR FIELD: Foreign Languages and Literatures**																		
PRIVATE, 1997-98																		
AVERAGE SALARY	62358	505	181	46584	541	196	37860	565	223	35213	98	71	30516	127	82	47157	1738	293
FAC MIX PCT	29.1%			31.1%			32.5%			5.6%			7.3%			100.0%		
SALARY FACTOR	0.95			0.94			0.93			0.90			0.92			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Foreign Languages and Literatures was reported in 226 of the 262 public institutions. The average salary of the 2,461 faculty was $42,296. This average salary was approximately 11.3 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Foreign Languages and Literatures was reported in 224 of the same 262 public institutions. The average salary of the 2,479 faculty was $45,777. This average salary was approximately 12.3 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Foreign Languages and Literatures in the public institutions studied was 8.3 percent ($45,777 minus $42,296 equals $3,481). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Foreign Languages and Literatures average faculty salaries over the three-year period was .2 percent of .07 percent last year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Foreign Languages and Literatures (8.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .9 percent more than the faculty in the discipline/major field of Foreign Languages and Literatures.

In the 1994-95 study the faculty mix percentage in Foreign Languages and Literatures is lower at the professor rank than at the assistant professor rank: 27.4 percent vs. 31.6 percent, in the 1997-98 study it is 27.3 percent vs. 30.7 percent. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Foreign Languages and Literatures in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.2 percent (103/2,461) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.0 percent (124/2,479) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Foreign Languages and Literatures was reported in 289 of the 387 private institutions. The average salary of the 1,735 faculty was $43,573, an average salary 7.6 percent lower than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 293 of the same 387 private institutions reported Foreign Languages and Literatures. The average salary of the 1,738 faculty was $47,157, an average salary 9.1 percent lower than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Foreign Languages and Literatures in the private institutions studied was 8.2 percent ($47,157 minus $43,573 equals $3,584). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Foreign Languages and Literatures over the three-year time period, is .1 percent or .03 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison

to Foreign Languages and Literatures (8.2%), the faculty in ALL MAJOR FIELDS increased their salaries 1.5 percent (9.7% minus 8.2% equals 1.5%) more than faculty in Foreign Languages and Literatures.

For both studies in the discipline/major field of Foreign Languages and Literatures, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 30.4 percent vs. 31.8 percent (1994-95); and 29.1 percent vs 32.5 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Foreign Languages and Literatures was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 5.1 percent (89/1,735) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.6 percent (98/1,738) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Foreign Languages and Literatures and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,413 (3.4%) faculty in the discipline/major field of Foreign Languages and Literatures participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Foreign Languages and Literatures 1994-95 were ten percent and seven percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Foreign Languages and Literatures in 1997-98 were 11 percent and eight percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Foreign Languages and Literatures in the public institutions received an average annual salary increase of .07 percent above the cost-of-living. In the private institutions the annual average salary increase was .03 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Foreign Languages and Literatures, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Foreign Languages and Literatures is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Foreign Languages and Literatures in the 1994-95 public study was lower than that for ALL MAJOR FIELDS. In the 1994-95 and 1997-98 private studies and in the 1997-98 public studies were higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Foreign Languages and Literatures has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

BEST COPY AVAILABLE

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and
Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport
(NY)
State University of New York College at Cortland
(NY)
State University of New York College at Fredonia
(NY)
State University of New York College at Geneseo
(NY)
State University of New York College at Plattsburgh
(NY)
State University of New York Institute of
Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellamine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (NE)
Concordia College (NY)
Concordia College Moorhead (MN)
Concordia College Saint Paul (MN)
Concordia University (CA)
Cooper Union for the Advancement of Science and Art, (The) (NY)
Cornerstone College (MI)
Covenant College (GA)

Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominion College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Howard College (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Pureto Rico
Barranquitas (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
Kings's College (PA)
La Roche College (PA)
La Salle University (PA)
La Sierra University (CA)
Lafayette College (PA)
LaGrange College ((GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyla Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marion College (IN)
Marion College of Fond du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurry University (TX)
McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)

Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth College (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN))
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College Columbia University (NY)

Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College (OH)
The Sage College (NY)
Thomas College (ME)
Thomas Moore College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University Of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
William Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
York College of Pennsylvania (PA)
Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN GEOGRAPHY FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Geography. The CIP defines the discipline/major field of Geography as,

> An instructional program that describes the systematic study of the spatial distribution and interrelationships of people, natural resources, plant and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis, and applications to areas such as land-use planning, development studies and analyses of specific countries, regions and resources.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 146--45.0701).]

This article summarizes the overall average salary increases in the discipline/major field of Geography for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Geography for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.4 for associate professors of Geography in the 1994-95 public study means that 26.4 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of Geography in the 1994-95 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Geography with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Geography											
AVERAGE SALARY FAC MIX	58510	309	95	43913	209	93	36334	243	100	33877	40	33	31218	32	25	46766	793	127
PCT	39.0%			26.4%			30.6%			5.0%			4.0%			100.0%		
SALARY FACTOR	0.99			0.95			0.95			0.94			1.09			0.99		
							ALL MAJOR FIELDS											
AVERAGE SALARY FAC MIX	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
PUBLIC, 1997-98							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Geography											
AVERAGE SALARY FAC MIX	63670	285	94	47646	219	88	38937	240	103	36851	37	26	30704	25	19	50316	769	127
PCT	37.1%			28.5%			31.2%			4.8%			3.3%			100.0%		
SALARY FACTOR	0.98			0.95			0.95			0.94			0.99			0.98		
							ALL MAJOR FIELDS											
AVERAGE SALARY FAC MIX	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
PRIVATE, 1994-95							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Geography											
AVERAGE SALARY FAC MIX	63397	26	14	44082	9	8	36159	17	10				28000	2	2	50292	54	21
PCT	48.1%			16.7%			31.5%						3.7%			100.0%		
SALARY FACTOR	1.06			0.98			0.97						0.93			1.07		
							ALL MAJOR FIELDS											
AVERAGE SALARY FAC MIX	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
PRIVATE, 1997-98							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Geography											
AVERAGE SALARY FAC MIX	63768	18	9	51336	7	6	39199	16	12				31175	1	1	51560	42	17
PCT	42.9%			16.7%			38.1%						2.4%			100.0%		
SALARY FACTOR	0.97			1.04			0.97						0.94			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY FAC MIX	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Geography was reported in 127 of the 262 public institutions. The average salary of the 793 faculty was $46,766. This average salary was approximately .7 percent lower than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Geography was reported in 127 of the same 262 public institutions. The average salary of the 769 faculty was $50,316. This average salary was approximately 2.2 percent lower than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Geography in the public institutions studied was 7.6 percent ($50,316 minus $46,766 equals $3,550). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Geography average faculty salaries over the three-year period by .5 percent or an average of .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Geography (7.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.6 percent more than the faculty in the discipline/major field of Geography.

In the 1994-95 study the faculty mix percentage in Geography is higher at the professor rank than at the assistant professor rank: 39.0 percent vs. 30.6 percent; and higher in the 1997-98 study, it is 37.1 percent vs. 31.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8

percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Geography in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.0 percent (40/793) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.8 percent (37/769) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Geography was reported in 21 of the 387 private institutions. The average salary of the 54 faculty was $50,292, an average salary 7.3 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 17 of the same 387 private institutions reported Geography . The average salary of the 42 faculty was $51,560, an average salary .2 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Geography in the private institutions studied was 2.5 percent ($51,560 minus $50,292 equals $1,268). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Geography over the three-year time period, is 5.6 percent or 1.9 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Geography (2.5%), the faculty in ALL MAJOR FIELDS increased their salaries 7.2 percent more than faculty in Geography.

For the discipline/major field of Geography the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 48.1 percent vs. 31.5 percent (1994-95); and in 1997-98 it is higher: 42.9 percent vs 38.1 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Geography was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 0 percent (0/54) vs. 4.3 percent (1,749/41,044) and was lower in the 1997-98 private study: 0.0 percent (0/42) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Geography and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,658 (.7%) faculty in the discipline/major field of Geography participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 224,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Geography in 1994-95 were one percent below and seven percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Geography in 1997-98 were two percent lower and exactly the same as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Geography in the public institutions received an average annual salary increase of .2 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.9 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and 1994-95 and 1997-98 private studies in Geography , the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Geography is well established in the academy.

Finally, the hiring rate of new assistant professors in Geography in the 1994-95 public study was higher and the 1997-98 public study was lower than the hiring rate of ALL MAJOR FIELDS; and, the hiring rate for new assistant professors in the 1994-95 and 1997-98 private studies was also lower in ALL MAJOR FIELDS as well.

Because a significant data base of average faculty salaries in the academic discipline/major field of Geography has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Antioch University (OH)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellarmine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stitch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College Moorhead (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University (CA)
Concordia University (MN)
Cooper Union for the Advancement of Science and Art (The) (NY)

Cornerstone College and Grand Rapids Baptist Seminary (MI)
Covenant College (GA)
Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominican College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnel College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)

Hope College (MI)
Houghton College (NY)
Howard University (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Puerto Rico Bayamon Campus (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
LaSierra University (CA)
Lafayette College (PA)
LaGrange College (GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
Letourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsay Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marian College (IN)
Marian College of Fon du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurray University (TX)

McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth University (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Mulhenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN)
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)

Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College, (OH)
The Sage Colleges (NY)
Thomas College (ME)
Thomas More College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian
School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Williams Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN GEOLOGY FOR THE YEARS 1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Geology. The CIP defines the discipline/major field of Geology as,

> An instructional program that describes the scientific study of the earth; the forces acting upon it; and the behavior of the solids, liquids and gases comprising it. Includes instruction in historical geology, geomorphology, sedimentology, the chemistry of rocks and soils, stratigraphy, mineralogy, petrology, geostatistics, volcanology, glaciology, geophysical principles, and applications to research and industrial problems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 131--40.0601).]

This article summarizes the overall average salary increases in the discipline/major field of Geology for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Geology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.2 for associate professors of Geology in the 1994-95 public study means that 29.2 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of Geology in the 1994-95 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Geology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology

PUBLIC, 1994-95

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	58609	451	119	44693	269	104	37592	182	91	35766	38	32	26083	20	17	49694	922	138
FAC MIX PCT	48.9%			29.2%			19.7%			4.1%			2.2%			100.0%		
SALARY FACTOR	0.99			0.97			0.99			0.99			0.91			1.06		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX PCT	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology

PUBLIC, 1997-98

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	64662	455	117	48133	266	103	40092	200	88	37233	39	33	29572	23	21	53944	944	142
FAC MIX PCT	48.2%			28.2%			21.2%			4.1%			2.4%			100.0%		
SALARY FACTOR	1.00			0.96			0.98			0.95			0.95			1.05		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX PCT	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology

PRIVATE, 1994-95

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	68648	141	40	49707	65	37	38524	39	27	36167	6	5	34392	2	2	58630	247	58
FAC MIX PCT	57.1%			26.3%			15.8%			2.4%			0.8%			100.0%		
SALARY FACTOR	1.15			1.10			1.03			1.04			1.14			1.25		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX PCT	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology

PRIVATE, 1997-98

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	75910	136	38	53722	58	35	41618	40	31	43800	5	5	36131	3	3	64189	237	59
FAC MIX PCT	57.4%			24.5%			16.9%			2.1%			1.3%			100.0%		
SALARY FACTOR	1.15			1.09			1.03			1.12			1.09			1.25		

ALL MAJOR FIELDS

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX PCT	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Geology was reported in 138 of the 262 public institutions. The average salary of the 922 faculty was $49,694. This average salary was approximately 5.5 percent higher than the average salary of $47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Geology was reported in 142 of the same 262 public institutions. The average salary of the 944 faculty was $53,944. This average salary was approximately 4.9 percent higher than the average salary of $51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Geology in the public institutions studied was 8.6 percent ($53,944 minus $49,694 equals $4,250). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Geology average faculty salaries over the three-year period by .5 percent or an average of .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent ($51,420 minus $47,087 equals $4,333). In comparison to the discipline/major field of Geology (8.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .6 percent more than the faculty in the discipline/major field of Geology.

In the 1994-95 study the faculty mix percentage in Geology is higher at the professor rank than at the assistant professor rank: 48.9 percent vs. 19.7 percent; and higher in the 1997-98 study; 48.2 percent vs 21.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Geology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.1 percent (38/922) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.1 percent (39/944) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Geology was reported in 58 of the 387 private institutions. The average salary of the 247 faculty was $58,630, an average salary 25.1 percent higher than the average salary of $46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 59 of the same 387 private institutions reported Geology . The average salary of the 237 faculty was $64,189, an average salary 24.8 percent higher than the average salary of $51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Geology in the private institutions studied was 9.5 percent ($64,189 minus $58,630 equals $5,559). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Geology over the three-year time period, is 1.4 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent ($51,446 minus $46,880 equals $4,566). In comparison to Geology (9.5%), the faculty in ALL MAJOR FIELDS increased their salaries .2 percent more than faculty in Geology.

For both studies in the discipline/major field of Geology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 57.1 percent vs. 15.8 percent

(1994-95); and 57.4 percent vs 16.9 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Geology was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 2.4 percent (6/247) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 2.1 percent (5/237) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Geology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,350 (1.0%) faculty in the discipline/major field of Geology participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Geology in 1994-95 were six percent and 25 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Geology in 1997-98 were five percent below and 25 percent above the average salary factors for all ranks in ALL MAJOR

FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Geology in the public institutions received an average annual salary increase of .2 percent above the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Geology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Geology is well established in the academy.

Finally, the hiring rate of new assistant professors in Geology in the 1994-95 and 1997-98 public studies and in the 1994-95 and 1997-98 private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Geology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arizona State University West (AZ)
Arkansas State University (AR)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Fresno (CA)
California State University-Fullerton (CA)
California State University-Northridge (CA)
California State University-San Marcos (CA)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, Military College of South Carolina, The (SC)
Clarion University of Pennsylvania (PA)
Clemson University (SC)
Cleveland State University (OH)
Coastal Carolina University (SC)
College of Charleston (SC)
College of New Jersey, The (NJ)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Stroudsburg University of Pennsylvania (PA)
Eastern Connecticut University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University Main Campus (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Ferris State University (MI)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College & State University (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University East (IN)
Indiana University Kokomo (IN)
Indiana University Northwest (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Indiana University Southeast (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Lake Superior State University (MI)
Lamar University-Beaumont (TX)
Lander University (SC)
Langston University (OK)
Lewis-Clark State College (ID)
Lincoln University (PA)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University and Agricultural and Mechanical College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)

Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central (NC)
North Dakota State University Main Campus (ND)
Northeast Louisiana University (LA)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland Univesity (MI)
Ohio State University Main Campus, The (OH)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, the State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Saint Mary's College of Maryland (MD)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Carolina State University (SC)
South Dakota School of Mines and Technology (SD)
South Dakato State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic State University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southern Utah University (UT)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Plattsburgh (NY)
State University of New York Institute of Technology at Utica-Rome (NY)
State University of West Georgia (GA)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M International University (TX)
Texas A & M University-Commerce (TX)
Texas A & M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
Towson University (MD)
Troy State University (AL)
Truman State University (MO)
University of Akron Main Campus, The (OH)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Massachusetts Amherst (MA)
University of Massachusetts Boston (MA)
University of Massachusetts Dartmouth (MA)
University of Memphis, The (TN)
University of Michigan-Dearborn (MI)
University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-Saint Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada-Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Puerto Rico Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of the Virgin Islands, St. Thomas (VI)
University of Toledo (OH)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Washington State University (WA)
Wayne State College (NE)
Weber State University (UT)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of the University of Montanan (MT)
Western Oregon University (OR)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Albright College (PA)
Alderson-Broaddus College (WV)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anderson University (IN)
Antioch University (OH)
Aquinas College (MI)
Asbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegon (MI)
Baker University (KS)
Baldwin-Wallace College (OH)
Barat College (IL)
Barnard College (NY)
Barry University (FL)
Bastyr University (WA)
Beaver College (PA)
Bellarmine College (KY)
Bellevue University (NE)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Benedictine University (IL)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn College (IL)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Brown University (RI)
Bryan College (TN)
Bryant College (RI)
Bryn Mawr College (PA)
Buena Vista University (IA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stitch College (WI)
Carlow College (PA)
Case Western Reserve University (OH)
Catawba College (NC)
Cazenovia College (NY)
Cedarville College (OH)
Central Baptist College (AR)
Central Methodist College (MO)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Heritage College (CA)
Claremont McKenna College (CA)
Clarke College (IA)
Clarkson College (NE)
Clarkson University (NY)
Colby-Sawyer College (NH)
College Misericordia (PA)
College of Notre Dame of Maryland (MD)
College of Our Lady of the Elms (MA)
College of Saint Catherine (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of Saint Scholastica (MN)
College of the Southwest (NM)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College Moorhead (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University (CA)
Concordia University (MN)
Cooper Union for the Advancement of Science and Art (The) (NY)

Cornerstone College and Grand Rapids Baptist Seminary (MI)
Covenant College (GA)
Creighton University (NE)
Culver-Stockton College (MO)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dominican College of San Rafael (CA)
Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
East Texas Baptist University (TX)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emerson College (MA)
Emmanuel College (MA)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Florida Institute of Technology (FL)
Franciscan University of Steubenville (OH)
Franklin College of Indiana (IN)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnel College (IA)
Guilford College (NC)
Hampton-Sydney College (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Hilbert College (NY)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)

Hope College (MI)
Houghton College (NY)
Howard University (DC)
Husson College (ME)
Immaculata College (PA)
Inter American University of Puerto Rico Bayamon Campus (PR)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kentucky Wesleyan College (KY)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
LaSierra University (CA)
Lafayette College (PA)
LaGrange College (GA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
Letourneau University (TX)
Limestone College (SC)
Lincoln Memorial University (TN)
Lindsay Wilson College (KY)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University New Orleans (LA)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Marian College (IN)
Marian College of Fon du lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount University (VA)
Maryville University of St Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
McMurray University (TX)

McPherson College (KS)
Medaille College (NY)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Messiah College (PA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Millikin University (IL)
Molloy College (NY)
Monmouth University (NJ)
Morningside College (IA)
Morris Brown College (GA)
Mount Olive College (NC)
Muhlenberg College (PA)
Muskingum College (OH)
National University (CA)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Carolina Wesleyan College (NC)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Nova Southeastern University (FL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Our Lady of the Lake University (TX)
Pace University New York Campus (NY)
Pacific Lutheran University (WA)
Pacific Oaks College (CA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer University (NC)
Piedmont College (GA)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy University (IL)
Randolph-Macon College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhodes College (TN)
Rider University (NJ)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Robert Morris College (PA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint John's University (MN)
Saint Joseph's University (PA)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Mary's University of Minnesota (MN)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Saint Xavier University (IL)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Samuel Merritt College (CA)
San Jose Christian College (CA)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Sierra Nevada College (NV)
Simpson College (CA)
Simpson College (IA)
Southern Adventist University (TN)
Southern California College (CA)
Southern Vermont College (VT)
Southwestern College (AZ)
Spalding University (KY)
Spring Arbor College (MI)
Springfield College (MA)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. John's University (NY)
St. Mary's University (TX)
St. Olaf College (MN)
Stanford University (CA)
Stetson University (FL)

Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Catholic University of America (DC)
The Defiance College, (OH)
The Sage Colleges (NY)
Thomas College (ME)
Thomas More College (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum University (TN)
Tuskegee University (AL)
Union College (NE)
Union Institute (OH)
Union Theological Seminary and Presbyterian School of Christian Education (VA)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (WV)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of Saint Thomas (MN)
University of San Diego (CA)
University of San Francisco (CA)
University of Scranton (PA)
University of Sioux Falls (SD)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Walsh University (OH)
Warren Wilson College (NC)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webber College (FL)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College (PA)
Wheaton College (MA)
Wheeling Jesuit University (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Williams Baptist College (AR)
Wilmington College (OH)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)